JK TYRE & INDUSTRIES LTD.



Innovating for a Greener Planet

Sustainability Report 2024-25



Innovating for a Greener Planet

As the JK Organisation celebrates 140 years of legacy and leadership, sustainability remains a fundamental part of its future. This fifth edition of its Sustainability Report highlights a firm commitment to the 5P strategy—People, Planet, Process, Product, and Prosperity—which guides its ESG priorities and long-term growth. With India's goal of achieving net-zero emissions by 2070 as a national imperative, the Company is proud to make meaningful contributions through innovation, technology, and responsible practices.

The Company has made significant strides in its commitment to climate action, including pioneering carbon footprint verification and achieving over 40.61% renewable Power usage. Notably, it secured India's first sustainability-linked loan in the tyre industry. Its efforts are focused on leveraging artificial intelligence, bio-sourced materials, and the principles of a circular economy to transform product lifecycles and enhance operational efficiency. The clear goal is to achieve net-zero emissions by 2050, in alignment with the Science-Based Targets Initiative (SBTi), and to attain 100% renewable energy through the RE100 initiative.

This report demonstrates the Company's view that sustainability is both a strategic advantage and a moral obligation. Together, it is committed to innovating for a greener planet and a brighter future.

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About the Report

This Sustainability Report, the fifth edition, highlights the Company's commitment to sustainable development through environmental stewardship, social responsibility and robust governance. The Company drives progress on key ESG goals and creates long-term stakeholder value. Aligned with UN SDGs and the Company's 5P principles of People, Planet, Process, Product and Prosperity, the Company has outlined clear 2030 objectives and a 2050 vision to strengthen sustainability management and ensure a better future for the entire stakeholder family. Readers may refer to the Stakeholder Engagement on → Page 20 and Materiality Assessment on → Page 22 for more details.

Reporting Period

1st April 2024 — 31st March 2025

Reporting Boundary

The Sustainability Report covers the Indian operations and activities of JK Tyre & Industries Ltd. (JK Tyre) and Cavendish Industries Limited (CIL), including all manufacturing plants and business units under the direct control of both entities. The scope includes domestic operations, with a focus on environmental, social and governance (ESG) performance. The report comprises data for FY 2024-25 and reflects the Company's sustainability efforts across all regions where it operates. It also incorporates insights from key stakeholders, offering a holistic view of the Company's sustainability initiatives.

Report Framework

The report has been prepared in accordance with the following globally recognised frameworks, ensuring transparency and accountability in the Company's sustainability practices:

- **Global Reporting Initiative (GRI) Standards:** The report adheres to GRI Standards, providing detailed disclosures on the Company's environmental, social, and governance (ESG) performance.
- **United Nations Sustainable Development Goals (UN SDGs):** The Company's sustainability initiatives are aligned with the UN SDGs, reflecting its commitment to addressing global sustainability challenges.
- **UN Global Compact (UNGC) Principles:** The report aligns with all the principles of the UNGC across environmental, social and governance (ESG) sections.

External Assurance

JK Tyre's 2024-25 Sustainability Report has been independently assured by **BSI**, a third-party with no financial interest in the Company. Please refer to the Assurance Report section on → Page 131 for more details.

Feedback

Readers can share their feedback or queries on this Report to:

JK Tyre & Industries Limited
Administrative Office: 3, Bahadur Shah Zafar Marg, New Delhi – 110 002
investorjktyre@jkmail.com
+91 11 66001112, 66001122



Message from the Chairman

Innovating for a Greener Planet

As a nation, India has committed to achieving net zero by 2070, with the 'Panchamrit' five-point agenda providing the strategic direction towards realising this objective. Over the years, JK Tyre has been integral to the nation's progress, and we will continue to contribute to the country's sustainability journey.

Dr. Raghupati Singhania
Chairman and Managing Director



Dear Stakeholders,

At the outset, I am delighted to share that JK Organisation recently celebrated its 140 years of Legacy and Leadership. JK Tyre remains driven by the values laid down by our founders, who gave great importance to ESG.

It gives me great pleasure to present to you the fifth edition of our Sustainability Report, which reflects our commitment to people, planet, process, product and prosperity. Our endeavours continue to garner traction and are an integral part of our work ethos and processes.

The socioeconomic impact of climate change is evident worldwide. Fragile ecosystems are collapsing, and it is all the more crucial that we come together to save our planet for our future generations. As a nation, India has committed to achieving net zero by 2070, with the 'Panchamrit' five-point agenda providing the strategic direction towards realising this objective. Over the years, JK Tyre has been integral to the nation's progress, and we will continue to contribute to the country's sustainability journey.

Laying a keen emphasis on sustainability

Sustainability lies at the heart of our integrated 5P strategy—People, Planet, Process, Product, and Prosperity, driving our environmental, social and governance (ESG) priorities and supporting long-term growth.

As the first Indian tyre company to receive carbon footprint verification (CFV), we have reduced our greenhouse gas (GHG) emission intensity by 48.32% compared to our 2017–18 level. We are among the top three global tyre companies in energy efficiency and water conservation.

As of fiscal year 2025, our renewable power usage exceeds 40%. We are reducing our Scope 3 emissions by working closely with suppliers and employing advanced tracking technologies across our value chain. We are enhancing energy efficiency through biomass usage, intelligent thermal energy management and boiler optimisation. At Cavendish Industries Ltd.'s Laksar Tyre Plant, a new 6 MW solar facility was commissioned during FY 2025, taking the total capacity to 12 MW in Q1 of FY 2026. Our continued focus on water conservation with our zero liquid discharge facilities aim to achieve water positivity within the next five years.

Leveraging technology and innovation strategically

We are proud to be India's first tyre manufacturer to receive the International Sustainability and Carbon Certification (ISCC) Plus certification for our Chennai facility. We are reinforcing our focus on sustainability through the '10R' strategy (Refuse, Rethink, Reduce, Reuse, Repair, Refurbish, Remanufacture, Repurpose, Recycle and Recover). A key element is the use of sustainable raw materials, such as recycled materials from end-of-life tyres and bio-sourced materials, as well as improving the product life cycle through re-treading.

During FY 2025, we secured India's first sustainability-linked loan in the tyre industry—from IFC, Washington, and DEG-KFW, Germany—for the expansion of our cutting-edge PCR production line.

At our Global Technology & Innovation Centre in Mysuru, we are developing next-generation tyres using lightweight materials, advanced rubber compounds and

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AI-driven solutions. At the grassroots level, we commissioned India's first fully solar-powered JK Retread Centre in Aurangabad, with plans for rapid expansion.

We have set ambitious goals to achieve net-zero emissions by 2050 per SBTi and committing to 100% renewable electricity under the RE100 initiative. We are strategically progressing towards achieving these goals and have advanced significantly.

As the saying goes, **"We do not inherit the earth from our ancestors; we borrow it from our children."** At JK Tyre, we renew our commitment to **"Innovating for a Greener Planet."**

Dr. Raghupati Singhania
Chairman and Managing Director

Message from the Managing Director

Green Mobility: The Way Forward

Our continued emphasis on ensuring a safe workplace environment is validated through internationally recognised certifications, such as ISO 45001 Occupational Health and Safety Management System, for all our manufacturing units, as well as ISO 22000 Food Management System and ISO 26000 Social Responsibility, among others.

Anshuman Singhania
Managing Director



Greetings,

We are filled with immense pleasure to present the fifth edition of JK Tyre's Sustainability Report covering our India operations for the financial year 2024-25.

Despite fluid market conditions and cost pressures on margins, our commitment to sustainability remained unwavering as we continue to build on our **5P platform – People, Planet, Process, Product and Prosperity.**

People

Our continued emphasis on ensuring a safe workplace environment is validated through internationally recognised certifications, such as ISO 45001 Occupational Health and Safety Management System, for all our manufacturing units and ISO 26000 Social Responsibility, among others. Human capital is a priority and has been addressed through competency-based talent development programmes to build an extensive talent pipeline for innovative and sustainable growth. Our endeavour remains to maintain a high level of employee engagement.

For over four decades, JK Tyre has nurtured trust-based partnerships that create long-term value for our communities and customers. Our CSR activities focus on four pillars:

- Aajivika Sarthi – Livelihood enhancement
- Shiksha Sarthi – Educational support
- Arogya Sarthi – Healthcare
- Jal-Vayu Sarthi – Environment and water conservation

Together, our efforts have touched over a million lives in communities near our plants.

Planet

As highlighted in the report, we accord the environment high priority and continually endeavour to raise the bar in conservation of resources, reduction of fossil fuel use and enhancement of renewable power usage.

We are committed to a creating a greener planet by exploring eCO_2 sequestration and using green coal (biomass) as an alternative fuel. We adhere to a zero-waste-to-landfill policy and have eliminated single-use plastics from our operations and have been lauded for our efforts in the field of sustainability.

Process

The use of digital technology has been a great enabler in our sustainability mission. We are consistently enhancing digitalisation across all operations, helping us not only to improve our manufacturing efficiency but also to transform our processes to limit our carbon footprint further. End-user convenience and channel partner interface has facilitated resource conservation and added to our ease of business.

Trust, transparency, accountability and ethical leadership remain the foundation of our governance practices. As a part of this approach, we continue to foster a culture of openness that encourages collaboration and integrity.

Product

At JK Tyre, we have made substantial R&D investments, enabling us to consistently introduce innovative and environmentally friendly products, such as our Smart Tyres and Puncture Guard ranges. Smart Tyre technology allows real-time monitoring, enhances safety, reduces emissions and extends tyre life through predictive maintenance.

We continue to develop low Rolling Resistance Coefficient (RRC) tyres with enhanced life and performance. Our EV tyre portfolio spans multiple segments and has gained significant traction in domestic and global markets. We advance the circular economy through our retread tyres that use up to 75% recycled materials, promoting sustainability.

Our unique fleet management and mobility services enable our fleet customers to derive superior value, leading to the conservation of resources and effective emission management. Designed for multiple lifecycles, our premium casings conserve resources by reusing worn materials, reducing the need for new oil, rubber and steel while minimising waste.

Prosperity

We have demonstrated financial resilience and maintained prudent financial management practices. We continue to create value for our stakeholders in our journey of sustainable growth.

Looking ahead

JK Tyre is committed to pioneering sustainable solutions for green mobility, paving the way for a healthier and safer tomorrow.

Anshuman Singhania
Managing Director

Message from the CSO

Driving Change, Strengthening Bonds

Sustainability is not a department at JK Tyre; it is our direction of travel. It has long been a proactive part of our organisational ethos—not a response to trends or a compliance exercise, but a deeply embedded philosophy that guides how we innovate, operate, and grow. Over the years, it has evolved into a way of life across JK Tyre, shaping our culture, informing our decisions and driving meaningful impact. From energy transition and circularity to community well-being and shared value creation, our actions are guided by a single purpose: to make responsible mobility a reality for everyone we serve.



Planet First: Building a Low-carbon, Circular Future

40.61%
Share of total power from renewable sources

2.01 kilolitres
Raw water consumed per tonne of production

Our journey towards a greener planet has gathered substantial momentum. Anchored in our RE100 commitment to 100% renewable electricity by 2050, we are embedding sustainability deep into operations. Consequently, we have recived ISSC+ certification for our Chennai plant. In alignment with the Science Based Targets Initiative (SBTi), we aim to reduce absolute Scope 1 and 2 GHG emissions by 37.5% by FY 2035 and reduce absolute Scope 3 GHG emissions by 18.5% by FY 2035, using FY 2019-20 as our baseline.

Across plants, we have scaled biomass consumption and clean-fuel substitution, deployed energy-efficient practices and strengthened water stewardship. The Chennai plant, the first in the Indian tyre industry to earn ISCC Plus certification, stands as a symbol of sustainable manufacturing leadership.

Circularity remains a core pillar. We continue to expand the use of recycled rubber, reclaimed carbon black and bio-sourced polymers, while developing green tyres with low rolling-resistance compounds. Through our retreading business, we extend tyre life cycles, conserving resources and reducing emissions across fleets.

People and Partnerships: Creating Shared Value

At JK Tyre, our people are the cornerstone of our continual progress. Consequently, we take farsighted measures to ensure that our human capital remains skilled, satisfied and safe.

Sustainability at JK Tyre extends beyond the factory gates. Through our social and relationship capital, we build thriving, resilient communities and long-term trust.

Our CSR programmes, focused on education, healthcare, livelihood generation, women's empowerment and water conservation, continue to create measurable social impact. Skill training, village development and watershed initiatives are helping nearby communities lead healthier, more sustainable lives.

We also strengthen our ecosystem through responsible procurement (ISO 20400), supplier capability building, and a governance culture built on trust and transparency, ensuring that sustainability permeates every link of our value chain.

1,25,544
CSR beneficiaries

6,000+
Dealers

85+
Retread centres

750+
Fleets

Road Safety in Action

The ninth edition of the JK Tyre-Constitution Club of India Car Rally was held in partnership with the Delhi Traffic Police. The event reinforced our belief that safe roads and responsible driving are integral to sustainable mobility.

Carbon Conscious, Community Driven

At JK Tyre, we recognise biodiversity as a cornerstone of sustainability. As signatories to the CII–India Business & Biodiversity Initiative, we have conducted third-party biodiversity assessments across all sites and planted over 11lakh trees, maintaining 25%+ greenbelt at each facility. Our Miyawaki forest initiative alone has led to an annual CO_2 reduction of 88,000 kilograms, enhancing ecological resilience and community well-being.

Carbon sequestration and climate action are integral to our strategy. We have achieved a 44,240 tCO_2 standing carbon stock through afforestation and continue to invest in low-carbon technologies and renewable energy, with 40.61% of electricity now sourced from renewables. These efforts support our commitment to net zero by 2050.

Our CSR initiatives impacted 125,244 lives in FY 2024–25, with an investment of ₹1,015.22 lakh. Key programmes include ₹109.87 lakh in entrepreneurship loans, 30,887 beneficiaries in education and over 15,829 individuals supported through water and environmental projects. These outcomes reflect our dedication to inclusive growth and the UN SDGs.

The Journey Ahead

As mobility evolves, so must our responsibility. We are embedding sustainability into every decision across innovation, manufacturing and community engagement. Profitability and responsibility are not trade-offs; they are twin engines driving us forward.

Together with our employees, partners and communities, we are shaping a future that is greener, safer and more inclusive, tyre by tyre, road by road.

Anil Kumar Makkar
Group Chief Sustainability Officer

About JK Tyre

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Company Overview

JK Tyre & Industries Ltd. is a leading Indian tyre manufacturer, committed to sustainability and innovation. The Company produces a wide range of tyres for various vehicle segments, focusing on high performance, durability, and environmental responsibility. With a strong global presence, JK Tyre integrates sustainable practices into its operations, prioritising energy conservation, resource efficiency, and reducing its environmental impact to support long-term growth and contribute to a greener future.

India's First Tyre Company

To introduce Truck/Bus radials



To receive ISCC PLUS certification for (Chennai tyre plant)



To launch Smart Tyres



To be recognised as a 'Superbrand' for the tenth consecutive time



11
Manufacturing units*

255
Distributors

6,000+
Channel Partners

150+
Sales, service, and stocking points

4
R&D and Tech Centres

200
International distributors

100+
Countries served globally

750+
Fleets

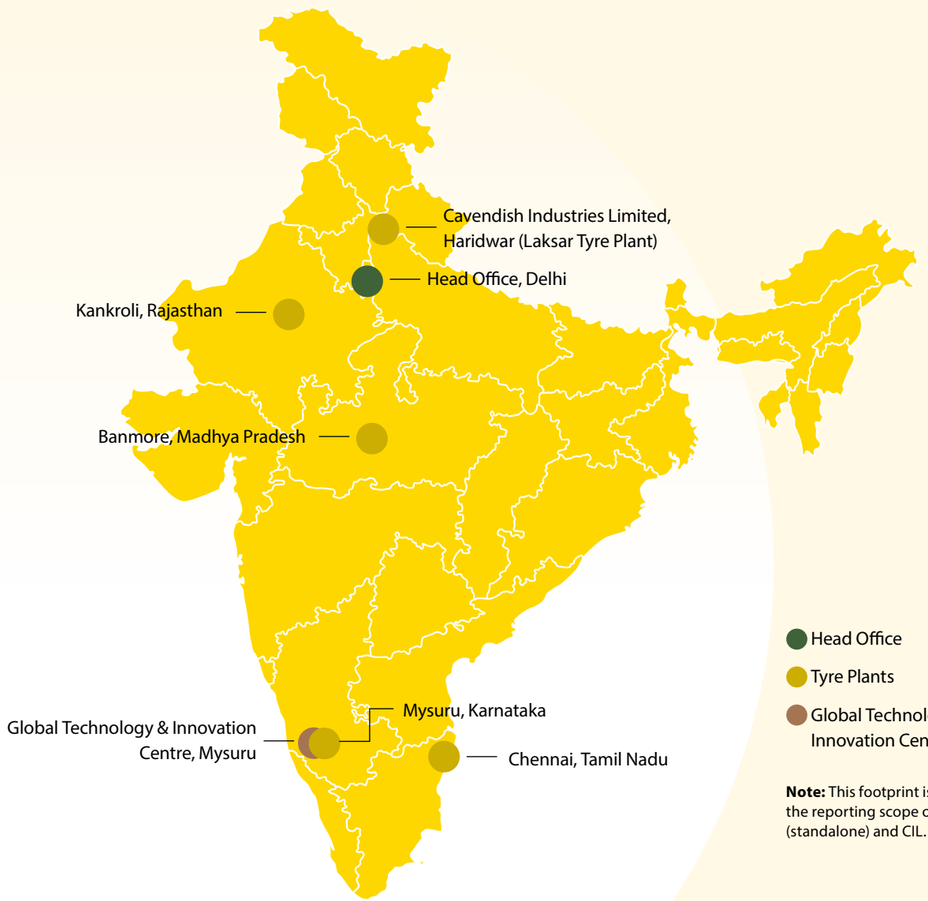
>90%
of India's geography covered

50+
Mobility customers

*Nine in India and two in Mexico

Geographical Footprint

JK Tyre & Industries Ltd. operates through a robust and technologically advanced manufacturing and distribution network, ensuring timely delivery and a diverse product range. With 11 manufacturing units, including nine in India and two in Mexico, along with state-of-the-art R&D centres and a growing service footprint, the Company serves both Indian and global markets. JK Tyre manufactures and sells automotive tyres, tubes, flaps and provides ancillary services, catering to customers across 29 states in India and over 100 countries worldwide. The scope of this report covers only the Company's operations within India.



Note: This footprint is limited to the reporting scope of JK Tyre (standalone) and CIL.

Awards and Recognitions



Mahatma Award 2024 CSR Excellence & Social Impact

Asia-Pacific Climate Leaders 2024 by Financial Times & Statista

Health & Safety Award The Economic Times

CareEdge ESG Grading Best-in-Class for 2nd consecutive year

National Energy Award 2024 Excellence in Energy Management CII

CII Excellence in Water Management Awards Kankroli & Chennai Tyre Plants

Pariyavaran Award Madhya Pradesh Government to Banmore Tyre Plant

ESG Award SKOCH

Three manufacturing units are awarded Globe of Honour by British Safety Council

SEEM National Energy Management Award 2023 Platinum

Best Employer Award 2024, Government of Rajasthan

BSC Sword of Honour & RoSPA UK Royal Charter of Safety

ESG Highlights

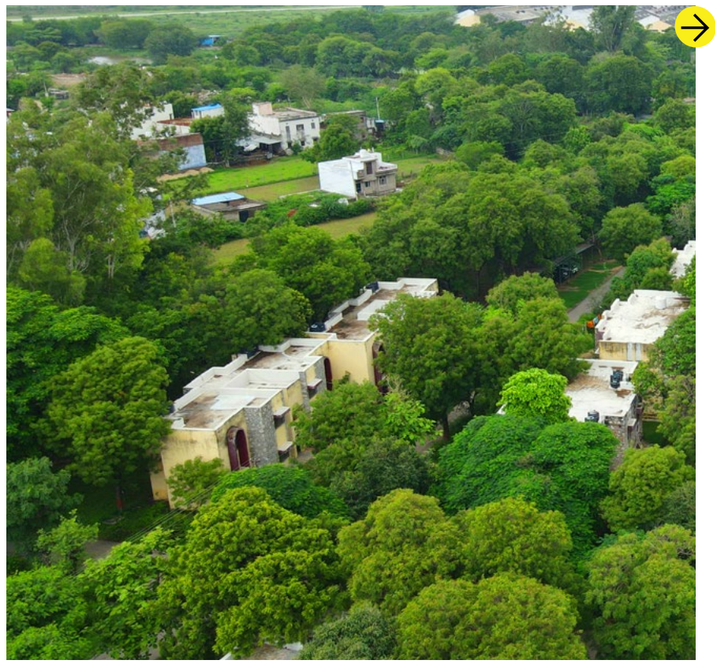
The Company is committed to the Science Based Targets initiative (SBTi) and RE100 to advance its environmental goals. JK Tyre's sustainability efforts are further guided by social and governance indicators, focusing on reducing impact, fostering inclusion and ensuring strong governance. Additionally, the Company promotes transparency through Environmental Product Declarations (EPDs).

Joined the RE100 Initiative

Committing to 100% renewable energy by 2050

Accredited with ISO 20400 Certification

Reaffirming the Company's commitment to responsible procurement



Environment

36.40%
Of renewable energy
(compared to 28.84% in FY 2023-24)

0.74 tCO_2e/tonne
Of finished product
GHG emissions intensity
(compared to 0.88 tCO_2e/tonne in FY 2023-24)

38,876 MT
Total waste recycled
(compared to 3,092 MT in FY 2023-24)

996,065 KL
Total water withdrawal
(6.63% reduction compared to 1,066,382 KL in FY 2023-24)

Social

66.67%
Retention rate of female employees who took parental leave

86.20%
Of workers represented by trade unions and collective bargaining agreements

69%
Of input material sourced from suppliers within India

₹1,015.22 lakh
Spent on CSR

17%
Input materials sourced directly from MSMEs

1,25,544
Lives impacted through CSR activities





Governance

100%
Of new suppliers screened using environmental criteria and social criteria

92%
Average attendance in Board Meetings

Five
Independent Directors on the Board

Zero
Cases of corruption

Two
Number of female individuals on the Board of Directors

ESG Approach and Governance

Solar Panels in Kankroli Tyre Plant

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Stakeholder Engagement

JK Tyre engages with a diverse array of stakeholders, including employees, investors, customers, suppliers, local communities, regulatory bodies, and channel partners. These stakeholders are identified through mapping exercises across plant locations and operations. The Company leverages engagement tools such as surveys, meetings and direct feedback channels (e.g., e-mails and community meetings) to touch base with these stakeholders.

The Company engages with stakeholders to align its operations with their expectations, address concerns, share information and improve practices across economic, environmental and social aspects. This engagement fosters transparency, builds trust and ensures sustainable growth by gathering insights on product development, safety and community well-being.

The Company's all-encompassing engagement approach allows stakeholders to express concerns and provide feedback on key issues such as product safety, employee welfare and environmental sustainability. The Company prioritises continuous dialogue, using the feedback to refine policies, improve decision-making and enhance operational performance.

For more details on stakeholder engagement, refer to the BRSR section on → Page 190 of the Integrated Annual Report.

Stakeholder Engagement Process

Identify

The Company regularly assesses and identifies stakeholders whose interests and concerns are most relevant to its operations.

Prioritise

The Company prioritises stakeholders based on their level of influence, interest, and the significance of their concerns to its operations and sustainability goals.

Address

The Company addresses the needs and concerns of its stakeholders through appropriate engagement channels, actions and policies, ensuring their voices are heard and acted upon.

Stakeholder Groups, Concerns, and Engagement

Stakeholder Group	Primary Concerns	Channels of Communication	Frequency of Engagement	Purpose of Engagement
Employees	» Employee well-being and safe, secure and healthy workplace environment » Openness, inclusivity and diversity for personal and professional development	» V-Connect » Displays » Training » SAMVAD » App-based learning » Focused group discussions	» Daily » Weekly » Monthly » Need based » Annually	» Ensure a safe, inclusive work environment » Address concerns related to career growth
Investors	» Financial performance and profitability » Transparency and ethical governance » Risk management » Sustainable and long-term value creation	» E-mails » Newspaper articles » Company website » Meetings » Stock exchange disclosures	» Regularly » Quarterly » Annually	» Provide updates on performance, governance and long-term strategy
Customers	» Products manufactured in accordance with the highest qualitative and environmental standards » Products that are safe, ensure value and satisfy customer needs	» Feedback surveys » Customer meetings » Fitment surveys » One-on-one interactions	» Periodically » As needed	» Address customer concerns » Ensure product satisfaction » Provide post-sale support
Local communities	» Education; skill development; health and hygiene; women's empowerment	» Community meetings with local people leaders, NGOs, government departments, among others	» Monthly » Need-based	» Implement CSR initiatives focusing on education, health, and environmental sustainability
Value chain partners	» Customer relationships » Product knowledge	» Dealer meets » Audits » Training JK Tyre dealer clubs » One-on-one interactions	» Daily » Weekly » Fortnightly » Monthly » Quarterly » Half yearly » Annually	» Foster ethical relationships » Ensure product quality » Promote sustainability
Statutory and regulatory bodies	» Compliance » Industry concerns » Government expectations	» Interactions » Industry forum meets	» Need based	» Maintain compliance » Address industry concerns » Follow governmental mandates
Shareholders	» Appropriate and prompt disclosure on relevant matters » Strategy and performance » Statutory compliances » Constructive and open dialogue	» E-mails » Meetings » Newspaper articles » Company website » Stock exchange disclosures » Disclosures to other statutory authorities	» Regularly » AGM/ EGM	» Disseminate and share information with shareholders to update them and seek their approval, among others, as may be required

Materiality Assessment

JK Tyre has outlined clear sustainability goals for 2030 and charted a pathway for achieving its long-term vision for 2050, guided by the 5P framework. The Company's materiality assessment identifies key sustainability issues. The top management reviews KPIs and targets to ensure alignment with business goals and stakeholder expectations.

Approach to Materiality Assessment

Step 1

The materiality assessment is based on an extensive literature review, industry peer insights and international standards and agreements. This includes information from annual and sustainability reports, as well as compliance with ISO 26000 guidelines on social responsibility, while also considering internal perspectives on risks.

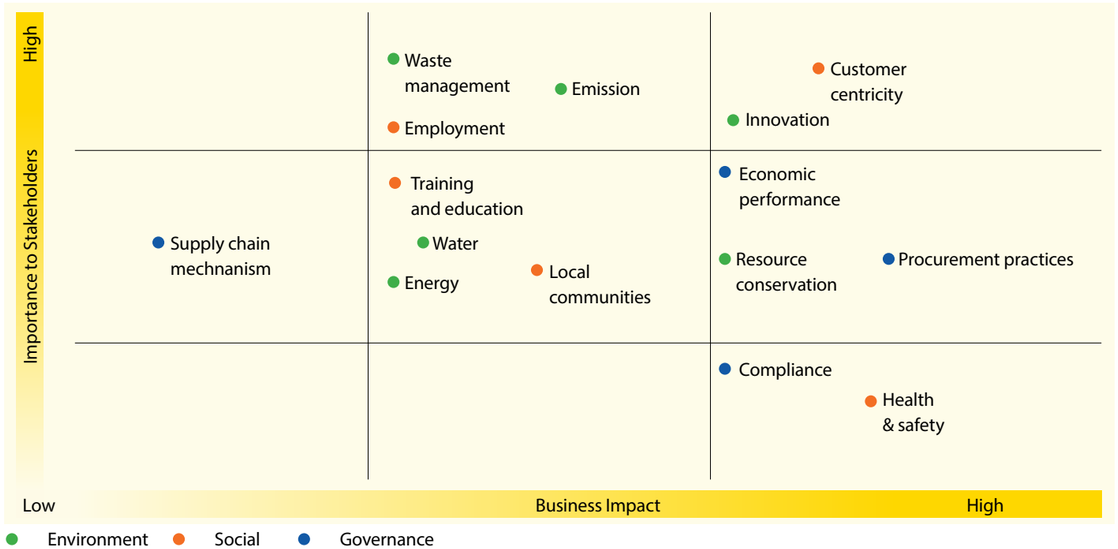
Step 2

Stakeholder interactions, involving external stakeholders (such as customers, suppliers and communities) and internal stakeholders (employees and management), along with expert insights, helped identify key concerns. Material topics were prioritised based on their importance to stakeholders and impact on the business.

Step 3

The list of material topics reflects the Company's sustainability context, with selection based on their impact across the value chain. Reporting principles on stakeholder inclusiveness, materiality and completeness are ensured. These topics align with the Company's vision, action plans and progress in addressing sustainability challenges.

Materiality Matrix



Actions to Prevent, Mitigate and Manage Impacts

The Company proactively assesses the environmental performance of its suppliers. JK Tyre also employs multimodal transportation and optimises logistics to reduce its carbon footprint. With certifications such as ISO 14001 and ISO 50001, the Company demonstrates its commitment to sustainable environmental practices. In cases of negative impacts, JK Tyre has established a grievance redressal system to promptly address complaints from stakeholders, including local communities and employees. The Company also invests in water conservation projects, such as pond renovations and anicut dam construction, benefiting over 15,000 residents by improving water availability and addressing water scarcity.

Additionally, JK Tyre promotes positive customer engagement through training programmes for OEMs, fleet operators, and STUs on tyre safety and longevity. JK Tyre also invests in rural development, positively impacting over 20,000 farmers through initiatives in water conservation and livestock development, contributing to sustainable agricultural practices and improved livelihoods. No negative impacts have been identified through its activities or business relationships.

Effective Stakeholder Engagement

Stakeholder engagement at JK Tyre & Industries Ltd. is key to shaping its strategies and actions. Through ongoing dialogue with employees, customers, investors and communities, the Company gains insights into environmental, social and economic challenges, adapting its approach accordingly. Multiple communication channels, such as surveys, meetings, and digital platforms, help identify concerns and opportunities, leading to innovations like sustainable tyres and digital fleet solutions. Stakeholder feedback is integral to refining operations and tracking progress on sustainability and customer satisfaction. This ensures that JK Tyre stays aligned with its long-term goals and remains responsive to emerging trends, benefiting the Company and its stakeholders.



Chennai Tyre Plant

ESG Strategy

JK Tyre aims to drive sustainable growth while creating meaningful benefits for the community and the environment. By leveraging its 5P strategy, the Company focuses on prioritising the most critical environmental, social and governance (ESG) issues that drive its success and help shape a sustainable future.

People

- A preferred employer among tyre companies in India
- Recruitment of specialised professionals
- Increased productivity; driven by outperformance
- Prudent recruitment; declining average age of employees
- Driven by passion, youthfulness, delegation, and stretch target-setting
- Focus on improving the lives of people around operations, being a socially responsible company



Leaders Day Out

Planet

- Moderated carbon footprint of the product
- Investments in 10Rs (Refuse, Rethink, Reduce, Reuse, Repair, Refurbish, Remanufacture, Repurpose, Recycle and Recover))
- Investment in cutting-edge technologies, enhancing manufacturing efficiency
- Preference for cleaner fuels, plants, resources and processes
- Integrated 'green' as a way of life



Kankroli Plant Town Ship

Process

- Focus on getting more out of less
- Concentrate on stretch targets, measurement and outperformance
- Institutionalised digitalisation approach
- Investment in a futuristic, world-class R&D centre
- Recruitment of specialised R&D professionals



Product

- Reaffirmed position as a leading tyre brand
- Products manufactured to meet the highest quality and environmental standards
- Superior road grip, mileage, fuel efficiency and terrain customisation
- End-to-end expertise in tyre design, manufacturing, and quality appraisal
- Pioneered the range of radial tyre products in India
- Introduced eco-friendly green tyres with low rolling resistance coefficient (RRC) in India
- Introduced smart tyres that ensure a lower carbon footprint



Prosperity

- Growing revenues
- Improved working capital management
- Stronger OEM relationships
- Expanding aftermarket presence
- Decreasing debt
- Profitable export growth





Corporate Governance

JK Tyre remains steadfast in its commitment to transparency, accountability and ethical governance. The Company's corporate governance framework ensures that the long-term interests of the stakeholders remain at the heart of its decision-making process. Key to this is the Company's governance structure, which supports the realisation of its sustainability goals while fostering an environment of trust, integrity and growth.

Corporate Governance Framework

Board of Directors

Provides strategic directions and evaluate overall performance | **Ensures the long-term interest of the stakeholder is served**

Board Committees

Audit | Nomination and Remuneration | Risk Management | Stakeholders' Relationship | Corporate Social Responsibility and Sustainability

Management Reporting to the Board

Committee Memberships

Committee	Executive Director	Independent Director	Total Members
Audit Committee	1	2	3
Stakeholder's Relaltionship Committee	1	2	3
Nomination and Remuneration Committee	-	3	3
Risk Management Committee	2	2	5*
Corporate Social Responsibility and Sustainability Committee	2	1	3

Note: The composition and Role/ Terms of Reference of the Committees are in compliance with the provisions of the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI Regulations).
*One senior executive of the Company is also a member of the Risk Management Committee.

Details regarding the attendance at the meetings of the board and committes thereof can be refered to CGR on → Page 158,160-162

Corporate Social Responsibility and Sustainability Committee

The Corporate Social Responsibility and Sustainability Committee of the Board of Directors is responsible for the implementation of BR policies. The Committee comprises the following members:

- **Dr. Raghupati Singhania** (Chairman & Managing Director)
- **Smt. Meera Shankar** (Independent Director)
- **Dr. Arun K. Bajoria** (Director & President-International)

Two meetings of the Committee were held during the financial year ending 31st March 2025, on 21st May 2024 and 4th February 2025, with all members attending both meetings.

Chair of the highest governance body

Dr. Raghupati Singhania, Chairman & Managing Director, serves as the Chairman of the Board. He is a senior managerial person, and a member of the Promoter group. He has been on the Board since 1967 and Managing Director since 1975, performing his duties under applicable laws, including the Companies Act 2013 and SEBI Regulations. During the year ending 31st March 2025, all related party transactions were in the ordinary course, conducted at arm's length, and compliant with relevant laws. The Managing Director adheres to the Board-approved Code of Conduct, which prohibits transactions prejudicial to the Company, with compliance confirmed annually.

The nomination and selection of the highest governance body can be referred to Corporate Governance Report of the IAR 2024-25 on → Page 162-163

Board's Role in Sustainability and Stakeholder Engagements

At JK Tyre & Industries Ltd., the Board of Directors defines the Company's purpose, mission and values, aligning them with the SDGs. Senior executives, led by the Managing Director, develop strategies to integrate sustainability into operations, undertaking regular reviews to adapt to market and environmental changes. The Board oversees economic, environmental and social impact management through the CSR and Sustainability Committee, focusing on reducing the carbon footprint and enhancing community engagement.

Familiarisation Programme for Independent Directors

The familiarisation programme for Independent Directors can be referred to Corporate Governance Report of the IAR 2024-25 on → Page 160

Conflicts of Interest

The Company has established a process, governed by the Code of Conduct for Members of the Board and Senior Management of JK Tyre & Industries Ltd. There has been no instance of conflicts of interest. For further details, please refer to the BRSR on → Page 179-180. The Code of Conduct document can be accessed via the following web **link.**

Shareholder Complaint Management

The Company has a dedicated senior manager who tracks shareholder complaints and responds within two to three days to ensure prompt resolution. All complaints received during a quarter, along with actions taken, are reviewed by the Board Level Committee, in accordance with Regulation 20 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and Section 178 of the Companies Act, 2013. During the financial year ending 31st March 2025, three shareholder complaints were received from two security holders, out of which two complaints have since been resolved and one remaining complaint received again in a different forum (Online Dispute Resolution) is being closed.

There are no critical concerns with respect to the shareholders of the Company. The CSR and Sustainability Committee meets regularly to discuss any concerns and provide guidance on sustainability-related matters. No specific concerns are formally reported.

Remuneration

The remuneration policies for the highest governance body and senior executives align with the Company's performance and market standards. For Directors' remuneration, refer to → Page 163-164 of the Integrated Annual Report 2024-25.

The process for designing remuneration policies and determining remuneration involves evaluating market standards, company performance, and the roles of the Board and senior executives. The Nomination and Remuneration Committee plays a key role in formulating and reviewing these policies. For detailed information, refer to the policy at this **link.**

Board Performance Evaluation

The Board performance evaluation can be referred to Corporate Governance Report of the IAR 2024-25 on → Page 160

Legal and Compliance Oversight

Anti-corruption Commitment

JK Tyre maintains a zero-tolerance approach to corruption, with policies ensuring compliance with anti-corruption laws. The Company's anti-bribery policy, part of its Corporate Ethics and Code of Conduct, covers corruption and bribery, ensuring all employees and business partners adhere to ethical standards. Regular training reinforces these commitments across the Company.

Zero

Incidents of corruption over the past three years, including FY 2024-25

100%

Employees are apprised of the Company's anti-corruption policies and procedures

Zero

Public legal cases regarding corruption brought against the organisation or its employees during the reporting period

Legal Compliance

The Company ensures strict adherence to all legal and regulatory requirements, including the Companies Act, SEBI Guidelines, and environmental regulations. Regular internal and external audits help ensure that its operations remain compliant and transparent.

Statutory Dues and Compliance Monitoring

To ensure that statutory dues have been properly deducted and deposited by its value chain partners, it has implemented a monthly tracking mechanism to monitor compliance with statutory requirements. In addition, periodical internal and external audits are conducted to ensure 100% compliance with all relevant regulations.

Internal Controls and Auditing for Anti-competitive Practices

The Company's Corporate Ethics and Code of Conduct mandate strict compliance with competition and antitrust laws, banning price fixing, bid rigging, market sharing or anti-competitive behaviour. JK Tyre has an internal control and audit system where its Internal Audit Team reviews operations, sales, procurement and marketing to identify risks. These audits check compliance, assess control effectiveness and verify ethical conduct with competitors and partners. Non-conformities are reported to management for correction. Regular employee training further promotes fair competition and responsible conduct.

Zero

Instances of legal actions regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation over the past three years, including FY 2024-25*

*For more details, please refer to the statutory section of the Integrated Annual Report 2024-25.

Grievance Redressal Mechanism

The Company has established grievance redressal mechanisms for internal employees and external stakeholders. JK Tyre provides several grievance mechanisms for investors. The Company has a dedicated section on its website that includes contact details and the e-mail address of its compliance officer. For investor grievances, one can reach the Company at investorjktyre@jkmail.com.

For the Company's upstream value chain partners, it has a dedicated e-mail address at grievance@jkmail.com. Customers can contact the Company through its toll-free helpline, fill out a complaint form available on its website or reach out via its network of dealers and distributors. Additionally, JK Tyre has established mechanisms for internal users in accordance with its guidelines.

The effectiveness of these mechanisms is tracked through continuous reviews, and stakeholder feedback is considered to ensure their effectiveness in addressing grievances.

Vigil Mechanism/Whistle Blower Policy for Board Members

The Board established a Vigil Mechanism Policy on 12th August 2014, allowing Directors to report concerns on fraud, unethical behaviour, anti-competitive actions, or violations of the Code of Conduct. Whistleblowers can send complaints to the Chairman of the Audit Committee in a sealed envelope marked "Confidential" for appropriate action.

For more details, please refer to → Page 175-184 of the BRSR section of the Integrated Annual Report 2024-25.

Compliance with Laws and Regulations

There were zero instances of non-compliance with laws and regulations during the reporting period. For further details, please refer to → Page 178-179 of the Integrated Annual Report 2024-25.

Industry Associations and Memberships

JK Tyre & Industries Ltd. actively participates in several prominent industry associations and membership organisations, both in India and internationally. These associations play a vital role in advancing the Company's business interests, promoting ethical practices and shaping industry standards. These associations include:

- Confederation of Indian Industry (CII)
- Automotive Tyre Manufacturers' Association (ATMA)
- PHD Chamber of Commerce and Industry
- Centre for Tire Research, USA
- Indian Rubber Manufacturers' Research Association (IRMRA)

Information Security

JK Tyre maintains a risk-based information security programme that combines managed security services, technical controls and governance to protect confidentiality, integrity and availability. A partner-operated security operations centre (SOC) provides continuous monitoring, SIEM analytics, vulnerability scanning and triage to detect and prevent security breaches, with findings tracked to closure.

Third-party data is protected through data classification and data loss prevention (DLP) tooling, role-based access controls, encryption in transit and at rest and contractual data-processing clauses. Device posture and remote access are enforced via a SASE/ZTNA architecture that continuously monitors third-party connections.

Information security and business continuity are governed by ISO 27001 (ISMS) and ISO 22301 (BCMS) frameworks; documented policies, retention schedules and data lifecycle rules are applied according to data classification. Stakeholder consent is managed through explicit opt-ins, granular controls and a published privacy policy, with processes to handle data-subject requests.

Awareness and capacity building are delivered via a managed cyber-awareness programme that runs monthly activities (posters, quizzes and phishing simulations) and measures effectiveness through completion rates and phishing metrics. Local IT leads support awareness and act as focal points for site-level security initiatives.

Third-party risk is addressed through supplier security assessments, contractual requirements, continuous monitoring and periodic audits, with remediation tracked for critical vendors. A dedicated reporting channel and whistleblower mechanism enable confidential reporting of security concerns, which are triaged and escalated without retaliation.

Incident response is supported by retained external IR services and a documented IRP covering detection, containment, investigation, notification and recovery; tabletop exercises and post-incident reviews drive continual improvement. Overall, controls, training and policies are reviewed regularly to adapt to evolving threats and business needs.

Comprehensive Cybersecurity

In an increasingly interconnected world, JK Tyre has implemented comprehensive risk management strategies to mitigate cyber threats effectively. As pioneers in digital transformation within the Indian tyre industry, JK Tyre's cybersecurity framework protects operational continuity while enabling continued innovation across its digital ecosystem.

ISO 27001

Certified for Information security (ISMS) with 100% coverage

ISO 22301

Certified for Business continuity (BCMS) with 100% coverage at Company level

Zero

Cases of Data breaches

Board of Directors



Dr. Raghupati Singhania
Chairman & Managing Director

Committee Memberships**	Committee Chairmanships**
CSRSC	CSRSC
CSRC, NRC	CSRC



Shri Shreekant Somany
Independent Director

Committee Memberships**	Committee Chairmanships**
SRC, AC	AC, NRC
NRC, RMC	RMC



Smt. Sunanda Singhania$
Director



Dr. Jorg Nohl$
Independent Director



Shri Bharat Hari Singhania$
Director



Smt. Meera Shankar$
Independent Director

Committee Memberships**	Committee Chairmanships**
CSRSC, SRC	SRC



Shri Subhrakant Panda$
Independent Director

Committee Memberships**
AC, NRC



Shri Krishna Kumar Bangur$
Independent Director

Committee Memberships**
NRC, RMC



Shri Anshuman Singhania$
Managing Director

Committee Memberships**
RMC



Dr. Arun Kumar Bajoria
Director & President - International

Committee Memberships**	
AC	SRC
RMC	CSRSC
CSRC	

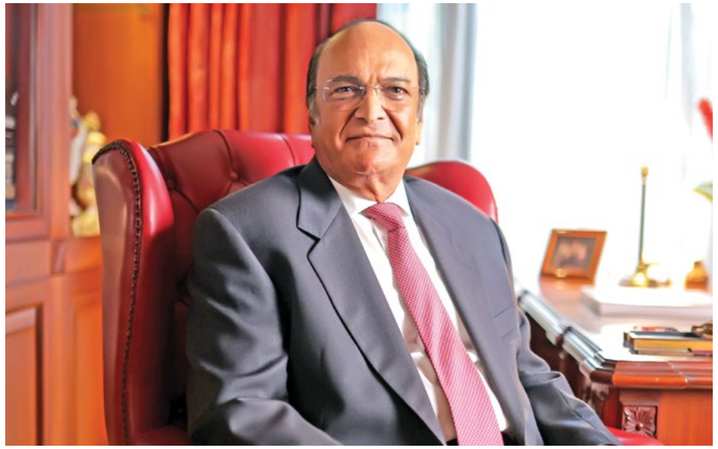
- JK Tyre & Industries Ltd.
- Cavendish Industries Limited

NRC	Nomination and Remuneration Committee
CSRC	Corporate Social Responsibility Committee
CSRSC	Corporate Social Responsibility and Sustainability Committee
SRC	Stakeholders Relationship Committee
AC	Audit Committee
RMC	Risk Management Committee

**Only JK Tyre and CIL's Committee positions have been considered.

$Not a director on the Board of Cavendish Industries Ltd.

Leadership Team



Dr. Raghupati Singhania
Chairman & Managing Director



Anshuman Singhania
Managing Director



Dr. Arun Kumar Bajoria
Director & President – International



Dr. Arun Jaura
Chief Technology Officer



V K Misra
Technical Director



Dr. Rabindra Mukhopadhyay
Director (R&D)



Anil Kumar Makkar
Group Chief Sustainability Officer



Srinivasu Allaphan
Sales and Marketing Director



Sylvain Sagot
Director (Quality)



K A Unni Nayar
Deputy Manufacturing Director



Sanjeev Kumar Aggarwal
Chief Financial Officer



Sanjeev Saxena
Senior Vice President (Corporate Accounts)



Ashish Pandey
Senior Vice President (Materials)



Bharat Aggarwal
Head (International Trade)



P K Rustagi
Advisor - Company Affairs



Sudhansu Pathak
Vice President (HR)



Kamal Kumar Manik
Company Secretary



Sharad Kumar Agarwal
Chief Digital Information Officer



Neeraj Jain
Executive Director – JK Tornel



Anjan Kumar Das
Vice President (Works) – Cavendish

Policies

The Company's commitment to transparency, accountability and ethical business practices is reflected in policies that support long-term sustainability, ensure regulatory compliance and foster a culture of trust. All policies are Board-approved, ensuring oversight and accountability, and are accessible to all.

Each of JK Tyre's manufacturing locations has a customised, regularly reviewed Business Continuity and Disaster Management (BCDM) plan, addressing environmental hazards and equipment failures. These plans focus on rapid response, minimising impact and ensuring recovery, with safety and property protection being priorities. For details, please refer to the BRSR part of the Integrated Annual Report.



Governance Policies	Links
Nomination and Remuneration Policy	Click here for the policy document
Policy for Determining Materiality of Events	Click here for the policy document
Policy for Determining Material Subsidiary	Click here for the policy document
Corporate Social Responsibility Policy	Click here for the policy document
Archival Policy	Click here for the policy document
Dividend Distribution Policy	Click here for the policy document
Vigil Mechanism/Whistle Blower Policy	Click here for the policy document
Policy on Materiality of Related Party Transactions and on Dealing with Related Party Transactions	Click here for the policy document
Code of Conduct for the Members of the Board and Senior Management	Click here for the policy document
Code For Fair Disclosure of UPSI	Click here for the policy document

Policy Commitments for Responsible Business Conduct

JK Tyre aligns with international frameworks like the UN Global Compact and ILO Standards. The Company's operations adhere to global guidelines, including the UN SDGs, ensuring ethical practices and sustainability. It conducts due diligence to mitigate risks and comply with regulations such as the UK Modern Slavery Act.

By assessing environmental and social risks, it applies the precautionary principle to minimise impacts. The Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information establishes guidelines for fair disclosure of price-sensitive information to maintain market integrity. JK Tyre is committed to respecting human rights, preventing child labour and promoting equality and non-discrimination in all operations.

Embedding policy commitments

JK Tyre embeds responsible business conduct by allocating responsibility across organisational levels, integrating commitments into strategies, policies and procedures. These commitments are implemented through business relationships and supported by regular employee training. For more details, please refer to the BRSR section of the Integrated Annual Report 2024-25.

Risk Management

JK Tyre's Risk Management Framework categorises risks in financial, operational, sectoral, ESG, IT and cybersecurity domains. The Risk Management Committee, led by senior leadership, identifies, assesses and mitigates these risks, with regular reviews by the Board to ensure alignment with strategy. For details, refer to → Page 38 and 39 of the Integrated Annual Report.

Risk Types	Mitigation
Uncertain global economic scenario	Expanding the customer base, diversifying supply chains, and enhancing agility foster innovation. Strengthening relationships with customers and suppliers, conducting thorough risk assessments, and building a resilient culture ensure preparedness for downturns and opportunities.
Regulatory risk	The focus is on upholding safety, environmental standards, and product quality, while aligning with Ministry of Environment guidelines for eco-friendly disposal and recycling of end-of-life tyres (ELT).
Cyber security risk	The approach includes regular vulnerability assessments, robust security protocols, continuous monitoring, and fostering cyber awareness. JK Tyre is ISO 27001:2022 and ISO 22301:2019 certified, ensuring protection of digital assets and business continuity.
Supply chain risk	The strategy focuses on diversifying sources, optimising logistics costs and securing long-term contracts with shipping lines and ports to ensure uninterrupted exports and minimise supply delays.



ESG Targets and Progress

ESG Targets*	Progress as of FY 2024-25
Reduce carbon emission intensity to 50% by 2030 vs FY 2018	48.32% achieved
50% reduction in raw water consumption intensity by 2030 versus 2018	41.57% achieved
Reduce absolute Scope 1 and 2 GHG emissions 37.5% by FY 2035 from FY 2020 (Base Year) - SBTI Based Target	11.05% achieved
Reduce absolute Scope 3 GHG emissions 18.5% by FY 2035 from FY 2020 (Base Year) - SBTi-based Target	JK Tyre is in the process of shifting from spend based methodology to a more robust activity-based methodology for calculating Scope 3 emissions. The progress against the target, based on renewed baseline emissions will be communicated shortly. For more detailed info on scope 3 emissions, Kindly refer ESG KPI List.
Achieve 100% renewable energy across all operations by 2050 - RE100 Commitment	40.61% RE Power achieved
Achieve 50% sustainable material usage	34.11% achieved

*These targets are for JK+CIL (India Ops)

Planet

Solar Panels at Banmore Tyre Plant

Material Topics

- Energy
- Emissions
- Water
- Waste management

Relevance to Stakeholders

- Value chain partners
- Statutory and regulatory bodies
- Customers
- Investors

Alignment to UN SDGs



In This Section

Energy and Emissions Management	**40**
Water Stewardship	**50**
Waste and Circularity	**54**
Biodiversity Impact	**62**

Energy and Emissions Management

JK Tyre is committed to sustainable manufacturing, integrating energy and emissions management into operations. As the first Indian tyre company to achieve Carbon Footprint Verification (CFV) from the British Standards Institution (BSI) under ISO 14064, the Company leads in credible climate action. JK Tyre's 5P sustainability framework drives environmental responsibility and profitable business growth.

All Manufacturing Units and Product Development Centre are ISO 14001:2015 certified

Energy Management

Energy Performance

Effective energy management is a key focus area of the ESG roadmap. To achieve this goal, the Company is actively taking steps to transition to cleaner, non-fossil-based energy sources. The Company is also investing in energy-efficient processes and product development. In FY 2024–25, JK Tyre demonstrated leadership in energy efficiency, achieving a benchmark of 9.25per tonne of production, which ranked it among the top global performers.

9.25 GJ/MT
Energy intensity in FY 2024-25

36.4%
Share of renewable energy



8,696 GJ
Energy saved through energy-efficiency initiatives in FY 2024-25

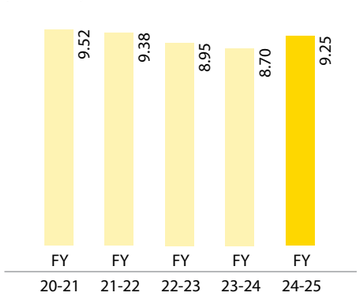
34.45%
Energy consumption from renewable fuel
(23.61% in FY 2023-24)

Energy Strategy and Transition to Renewable Sources

JK Tyre is committed to sustainability by transitioning to green energy, reducing its reliance on fossil fuels, and lowering greenhouse gas emissions. The Company aims to achieve a 2-5% annual increase in renewable energy usage and a 2-5% reduction in energy consumption until 2030. As part of the RE100 initiative, it is working towards achieving 100% renewable energy across all operations by 2050. The Company's strategy includes expanding in-house solar installations, securing long-term power purchase agreements (PPAs) with renewable energy providers, using high-speed diesel, integrating wind energy into its power mix and transitioning from coal to sustainable biomass alternatives in thermal operations. During this transition, it is also using low-sulphur coal.

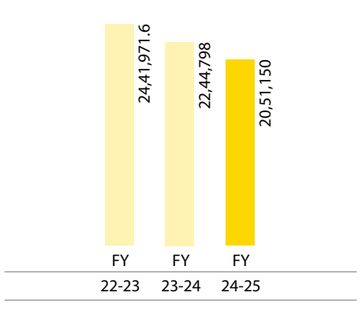
2-5%
Targeted annual increase in renewable energy usage

Energy Intensity
(GJ/tonne)

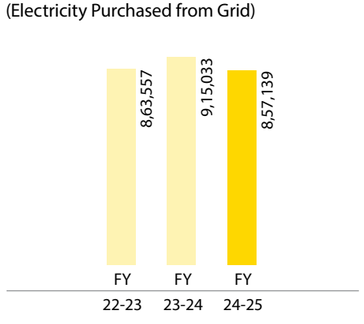


Total Energy Consumption* (GJ)

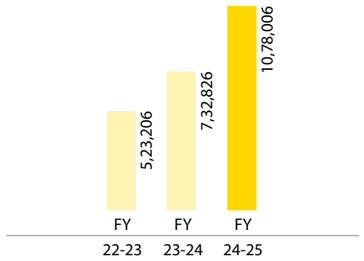
Non-renewable Fuel
(GJ)



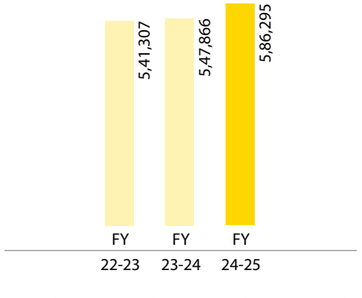
Non-Renewable Electricity
(Electricity Purchased from Grid)



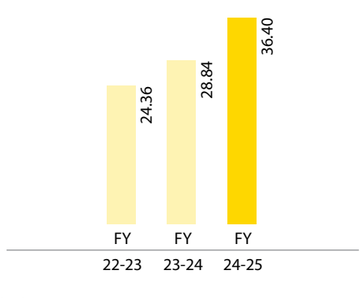
Renewable Fuel



Renewable Electricity
(Wind/Solar, Generated/Purchased)



Renewable Energy Consumption
(%)



*UK Defra conversion factor is used for conversion from kWh to GJ

Energy Conservation and Efficiency Initiatives

The Company is considered as a pioneer in eco-friendly manufacturing, embedding sustainability across its operations. As a leader in radial tyre technology in India, it is dedicated to environmental stewardship, prioritising energy conservation and efficiency. JK Tyre's commitment to responsible manufacturing reflects its ongoing efforts to contribute to a sustainable future.

8,696 GJ

Energy saved through energy-efficiency initiatives in FY 2024-25

JK Tyre has reduced Scope 1+2 emissions by 11.05% from baseline levels. The strategy focuses on three key levers: maximising renewable power through in-house solar, PPAs and wind energy; increasing biomass usage; and implementing energy efficiency projects emphasising on waste heat recovery.



Solar powered Retread center

Waste Heat Recovery

As part of JK Tyre's third lever of decarbonisation, it has identified energy-saving and energy efficiency projects, with a particular focus on waste heat recovery. These projects aim to optimise energy use and reduce fuel consumption across its operations.

Notable FY 2024-25 initiatives include:

- **Condensate Recovery:** Flash jet pumps enhance condensate recovery, and the integration of the condensate return line with the boiler feedwater system, saving ₹53 lakh in fuel and ₹17 lakh in water.
- **Flash Steam Recovery:** Flash jet pumps and a separate header to the boiler deaerator reclaim steam, saving ₹4.42 lakh in fuel.
- **Soot Blower Upgradation:** Improved fuel efficiency through soot blower upgrades in the boiler.
- **Compressor Jacket Water Heat Recovery:** Recovered compressor jacket water is used for boiler feedwater preheating.
- **Boiler Efficiency Optimisation:** Flue gas heat recovery and air pre-heater improvements to optimise boiler performance.
- **Variable Frequency Drives (VFDs):** VFDs on equipment like mixers and pumps optimise power savings.
- **Motor Replacement:** Replaced inefficient motors with IE3 energy-efficient models.
- **Lighting System Upgrade:** Replaced induction lamps with LED lights for better efficiency.
- **Optimised Pumping:** Replaced inefficient pumps with energy-efficient alternatives.
- **Air Handling System Upgrade:** AHU spray system upgrades reduced HVAC electrical load.
- **Steam Trap Optimisation:** Replaced conventional steam traps with advanced ones to reduce steam loss.
- **Utilisation of Flash Steam:** Recovered flash steam used in the boiler deaerator to reduce fresh steam demand.

Dome Flash Steam Recovery Project

The Dome Flash Steam Recovery Project was introduced at JK Tyre to enhance energy efficiency by recovering flash steam generated during the tyre curing process.

Previously, the Dome Flash Steam (Drain) from the tyre curing presses was directed into an open circuit and sent to the HBD tank. The steam was drained at atmospheric pressure, causing a loss of heat. As a result, approximately 6-7 MT of flash steam from the 65 presses at KTP was not being reused.

Following the implementation of the recovery system, the Dome Flash Steam (Drain) is now in a closed circuit for recovery up to 1 Kg/cm^2 pressure. The recovered steam is used in the Boiler De-aerator for feedwater heating. This system now recovers 6-7 MT of steam per day, leading to a reduction of 1.5 MT of coal per day.

Energy Policy

JK Tyre's Energy Policy comprehensively covers energy consumption management, renewable energy resource utilisation and related protocols. This integrated framework ensures that environmental considerations are embedded from strategic planning through daily execution.

All manufacturing locations certified for ISO 50001:2018 - Energy management system

Energy Conservation and Climate Action Training

JK Tyre provides comprehensive training on Energy Management Systems (EMS), GHG reduction, and climate action, with a focus on ISO 50001 standards. Regular training programmes are conducted by both in-house and external trainers, ensuring that employees are equipped with the necessary skills. Recently, a specialised training course for Energy Coordinators and Utility Personnel was conducted by the NTPC Institute in Noida, alongside awareness sessions on climate change. Energy conservation training is an integral part of the Training Need Identification (TNI) process, managed by the HR function with input from functional heads. This ensures that training on energy management and conservation aligns with the specific needs of operational units and employees.

Energy Audits

JK Tyre conducts third party audit for our GHG emission inventorisation and regularly conducts in house energy audits. JK Tyre calculates energy consumption from calibrated meters, utility bills and calibrated scales. The Company follows the GHG Protocol Corporate Accounting and Reporting Standard, and its data and methodologies are subject to CFV verification and detailed third-party audits.

Climate Risk

JK Tyre & Industries Limited (JKTIL) conducted a scenario-based climate risk assessment in 2025 to evaluate how climate change may impact its operations. The study utilised two IPCC AR6 scenarios—RCP 4.5 (moderate mitigation) and RCP 8.0 (high-emission)—across short (2030), medium (2035), and long-term (2050) horizons.

Climate-related risks are incorporated into the Company's enterprise risk management, overseen by the CSR & Sustainability Committee and executed by a cross-functional climate-risk working group under the CSO.

The assessment considered both acute physical risks, such as heatwaves, floods, cyclones and droughts, and chronic risks like rising average temperatures and long-term water stress. Transition risks were also evaluated, including regulatory changes, carbon pricing, the adoption of low-carbon technologies and evolving customer expectations. Site-level projections used various global climate models (CMIP6), the WRI Aqueduct Water Risk Atlas, climate scenarios, the World Energy Outlook, and NASA NEX-GDDP datasets, producing risk indices for heat days, water stress and floods.

Climate Commitments and Targets

In alignment with the Science Based Targets initiative (SBTi), JK Tyre has established ambitious, validated targets to decarbonise its operations. To support these long-term targets, all JK Tyre plants follow an internal target of achieving a 3% year-on-year reduction in stack emissions.

Key Physical Risks

- **Heat and Cooling Demand:** Extreme heat will increase cooling needs, affecting worker safety and equipment
- **Water Stress and Drought:** Heightened risk of water scarcity at certain facilities
- **Flood and Cyclone Exposure:** Coastal storm surges and riverine floods pose a threat to infrastructure
- **Supply Chain Vulnerability:** Disruptions in natural rubber and biomass sourcing may impact logistics

Transition Risks

- **Regulatory Changes:** Carbon pricing, import duties and stricter emission norms may raise costs
- **Technology Shift:** EV adoption and low-rolling-resistance requirements require R&D investment
- **Raw Materials:** Replacing fossil-based materials with expensive renewables and recyclables increases costs
- **Deforestation Regulations:** New rules on natural rubber may affect sourcing
- **Green Energy:** Higher demand may drive up green energy prices
- **Material Availability:** Limited supply of renewable and recycled materials may hinder sustainability
- **Indian Carbon Market:** Upcoming regulations could add pressure

Impacts and Financial Implications of Climate Risks

Physical risks raise operating costs, downtime and asset impairments, while transition risks impact product portfolios, R&D and market positioning. RCP 8.0 modelling predicts a 3–5°C temperature rise, underscoring the need for adaptive site design and supply chain management.

Climate change presents significant financial impacts for the Company across both physical and transition risks, assessed under RCP 4.5 and 8.0 scenarios for short, medium and long-term horizons.

Operational Expenditures (OpEx)

- Increased cooling and water costs due to higher temperatures and groundwater stress
- Higher maintenance costs from equipment degradation
- Rising insurance and compliance costs for enhanced health and safety
- Supply-chain cost escalation from disruptions due to climate events

Operational and Productivity Impacts

- Heat stress and higher cooling demands reduce equipment efficiency and energy use
- Floods cause downtime and logistics delays
- Drought and water scarcity risk production slowdowns
- Market and Regulatory Implications
- Carbon pricing or trade levies could raise export and raw material costs
- Reputation risks from perceived inadequate climate adaptation
- Potential product redesign costs for evolving EV and sustainability standards

Adaptation and Resilience Actions

Resilience through Decarbonisation

The Company's SBTi-validated strategy includes:

- Reducing Scope 1 and 2 GHG emissions by 37.5% by FY 2035 and Scope 3 emissions by 18.5% by FY 2035
- Achieving Net Zero by 2050
- 11.06% reduction in Scope 1+2 emissions w.r.t SBTI baseline FY 2020-21 and 48.32% reduction in emission intensity since FY 2017-18
- Renewable electricity share at 40.61%, targeting RE100 and Net Zero by 2050
- Ongoing investments in renewable power, waste heat recovery, solar, and energy-efficient equipment, achieving low energy intensity of 9.25 GJ per tonne.

Circularity and Sustainable Materials

- Development of a Green Tyre with 80% ISCC-certified sustainable materials
- Environmental Product Declarations (EPDs) for three products
- 4.55% recycled content in products, with ongoing R&D to scale renewable and recycled inputs
- ISO 20400 certification for sustainable procurement
- Collaboration on Project INROAD for sustainable natural rubber sourcing in North-East India

Water Stewardship and Adaptation

- Four out of five sites are Zero Liquid Discharge (ZLD) certified
- Use of Multiple Effect Evaporators (MEE), closed-loop cooling, and rainwater harvesting reduces freshwater withdrawal
- Treated Tertiary Reverse Osmosis (TTRO) and stored rainwater significantly reduce groundwater dependence
- Ranked among the top three global tyre manufacturers in water efficiency

Ecosystem and Infrastructure Resilience

- Each plant maintains 25% greenbelt areas to reduce temperature and enhance carbon sequestration
- Investments in flood-resilient infrastructure and climate-resilient cooling technologies mitigate heat stress

Financial Resilience and Transition Readiness

- Early adoption of renewable energy and emission tracking prepares the Company for the Indian Carbon Market (ICM)
- Continuous innovation in low-rolling-resistance tyres ensures alignment with the green mobility market

Upstream Value Chain

- Collaborating with suppliers to reduce lifecycle emissions through GHG accounting and sustainable procurement practices
- Capacity-building workshops on emission tracking and reduction
- Sourcing ISCC-certified, recycled, and low-carbon materials and promoting renewable energy and low-carbon logistics in the supply chain
- Partnering in Project INROAD for sustainable natural rubber sourcing in North-East India

Target Category	Commitment as per SBTi	Baseline Year	Target Year
Scope 1 and 2 Emissions	37.5% absolute reduction	FY 2020	FY 2035
Scope 3 Emissions	18.5% absolute reduction	FY 2020	FY 2035
Carbon Intensity	50% reduction	2018 levels	2030
Net Zero	100% emission neutralisation	-	2050
RE100	100% renewable energy	-	2050

Emissions Management

Greenhouse Gas Policy

JK Tyre & Industries Ltd. is committed to designing, manufacturing and distributing its products and services in an environmentally responsible way by measuring and reducing greenhouse gas emissions across its value-adding processes. The Company will align with ISO 14064-1:2019, prepare GHG reports that are relevant, complete, consistent, transparent and accurate, and ensure adequate resources and employee competencies are in place to improve GHG performance. Through these measures the organisation seeks to embed a continual-improvement mindset and corporate culture focused on systematic GHG reduction.

GHG Performance and Achievements

JK Tyre has made significant strides in reducing GHG emissions through proactive measures, including a notable reduction in GHG intensity and Scope 1 and 2 emissions.

48.32%
Reduction in GHG emission intensity (Scope 1 and 2) over the FY 2017-18 level

11.05%
Scope 1 + 2 Emission Reduction from FY 2020 (per SBTI) baseline emission

36.40%
Renewable energy usage supporting emission reduction

ISO 14064 verified GHG Emission Inventory across all locations

Annual greenhouse gas emissions independently verified by BSI in line with ISO 14064 standards

Achieve net zero by 2050, as per SBTi

Achieve carbon neutrality by 2050

GHG Emissions Breakdown

The Company tracks and manages its GHG emissions across all scopes to ensure continuous improvement in its environmental performance.

Scope 1 - Direct Emissions [Market-based] (tCO_2e)

Emissions Category	FY 2022-23	FY 2023-24	FY 2024-25
Coal	2,77,508	2,52,056	1,81,982
Diesel	917	1,003	913
Petrol	30	25	33
Fire extinguishers	2	2	0.98
Air conditioners	4,213	4,572	5,493
LPG	6,056	4,952	3,686
FO (Fuel oil)	173	46	0.16
Acetylene	9	9	8.22
Total	**2,88,908**	**2,62,666**	**1,92,117**

All values are calculated per ISO 14064 norms and considering the emission factors of IPCC, with operational control.

The gases, whether CO_2, CH_4, N_2O, HCFC, HFC, SF_6, are considered for calculation as the CO_2 equivalents are used from IPCC.

Scope 2 - Indirect Emissions (tCO_2e)

Emissions Category	FY 2022-23	FY 2023-24	FY 2024-25
Electricity purchased	1,72,607	1,87,032	1,73,095

All values are calculated as per ISO 14064 considering the emission factors of CEA, with operational control.

All gases, whether CO_2, CH_4, N_2O, HCFC, HFC, SF_6, are considered for calculation as the CO_2 equivalents are used from CEA.

Scope 3 - Other Indirect Emission Category-wise Breakup (tCO_2e)*

All values are calculated per ISO 14064 norms and considering the emission factors of Defra, India GHG programme, with operational control

All gases, whether CO_2, CH4, N2O, HCFC, HFC, SF6, are considered for calculation as the CO_2 equivalents are used from Defra, India GHG programme

Per SBTi, the base year is FY 2020-21, as the Company's all applicable Scope 3 categories were started to be tracked from this year onwards

GHG Emission Intensity

		FY 2022-23	FY 2023-24	FY 2024-25
GHG emissions intensity per unit of production (Emission Intensity (Scope 1+2) TCO_2e/tonne of finished Product)	tCO_2e/tonne of finished Product	0.95	0.88	0.74
GHG emissions intensity per unit of Revenue (Total Scope 1+2 GHG emission/Revenue from Operation in ₹ crore)	tCO_2e/ ₹ crore of turnover	38.55	36.34	29.11

Strategy for Emission Reduction

JK Tyre's strategy for emission reduction operates through three integrated levers:

Lever 1	Lever 2	Lever 3
Maximising renewable power through in-house solar installations, PPAs and wind energy utilisation	Increasing biomass use by transitioning from coal to sustainable biomass alternatives in thermal operations	Energy efficiency projects, implementing cutting-edge technologies and process optimisation across operations

*These are the audited Scope 3 categories. For detailed Scope 3 categories refer to ESG KPI List.

Air Emissions Management

Beyond greenhouse gases, the Company actively manages air pollutants, including SOx, NOx, and total particulate matter (TPM), to ensure a safer and healthier environment around its facilities. The Company also includes CO_2, CH4, N2O, HCFC, HFC, and SF6 in its GHG emissions calculations, ensuring a comprehensive assessment of the environmental impact and contributing to climate-related actions.

Parameter	UoM	FY 2024-25
NOx	tonne	352.42
SOx	tonne	157.71
Particulate matter (PM)	tonne	325.13
Volatile organic compounds (VOC)	tonne	NA
Hazardous air pollutants (HAP)	tonne	NA

Emission Control Infrastructure

JK Tyre is committed to minimising its environmental impact by actively managing air pollutants such as SOx, NOx, and total particulate matter (TPM) generated from its operations. In alignment with statutory norms verified by third-party agencies, the Company has adopted proactive emission control measures at the source.

The Company's air pollution control infrastructure includes:

- Electrostatic precipitators (ESP) with monthly preventive maintenance
- Bag filters for fine particulate removal with scheduled inspection
- Dust collectors with condition-based maintenance
- Wet scrubbers for gaseous and particulate control
- Continuous emissions monitoring systems (CEMS) for real-time tracking have been installed to track and manage non-GHG emissions effectively, ensuring emissions are assessed based on both contaminant concentrations and stack gas flow rates. The Company minimises SOx and NOx pollutants through cleaner energy adoption, including fuel-switching initiatives towards cleaner fuels and renewable electricity.

3%
Internal YOY reduction target in stack emissions across all facilities

Comprehensive Air Quality Monitoring Programme

The Company has established a structured Air Quality Monitoring Programme across all manufacturing facilities, designed to comply with ISO 14001 and the Air (Prevention & Control of Pollution) Act. This Programme includes:

- **Ambient Air Quality Monitoring:** Conducted quarterly by third-party agencies, monitoring plant peripheries for SO_2, NOx, PM10, PM2-5, O_3, Pb, CO, NH_3, C_6H_6, As, Ni and VOCs on an annual basis
- **Stack Emissions Monitoring:** Quarterly monitoring, along with Continuous Emissions Monitoring Systems (CEMS), of boilers, DG sets, and process stacks for SO_2, NOx, CO, CO_2, O_2 and Particulate Matter
- **Indoor Air Quality Monitoring:** Conducted semi-annually, monitoring production and utility zones for relative humidity, temperature, CO_2, CO, PM2-5, O_2, and VOCs during annual checks

All monitoring is conducted using calibrated instruments and third-party certified laboratories, with reports retained for three years. Results are reviewed at the plant and corporate levels, with corrective and preventive action plans implemented for any deviations. This ensures that all air emission parameters remain well within regulatory limits.

Leak Detectionand Repair (LDAR) Programme

JK Tyre has implemented a structured LDAR Programme, in line with ISO 14001:2015 and its Air Emission Management SOP, to address fugitive emissions from equipment and processes. The programme covers:

- **Coverage Areas:** Process areas (mixing, curing and chemical storage), equipment components (valves, flanges, pumps, compressors, tanks and pipelines), and supporting areas (boilers, DG sets and coal handling).
- **Detection Methods:**
  - Calibrated portable gas detectors and VOC analysers
  - Annual comprehensive VOC surveys (workplace and periphery)
  - Visual, olfactory and ultrasonic inspections
  - Integration with preventive and condition-based maintenance programmes
- **Repair Protocol:**
  - Immediate logging
  - Assessment within four hours
  - Repair within 24-48 hours
  - Verification and documentation within 24 hours
  - Critical leaks receive immediate isolation and prioritised repair

Environmental Nuisance Management

Clean Operations Policy

JK Tyre maintains a strict 'No Open Burning' policy across operations. Horticultural waste is sustainably reused in boilers, ensuring clean air practices and responsible waste handling.

Noise Control

At JK Tyre, noise is managed in line with the Environmental Sustainability Management System (ISO 14001:2015 aligned), SOP for managing and minimising environmental nuisance and statutory requirements under the Noise Pollution (Regulation & Control) Rules. Ambient noise monitoring at plant boundaries is carried out quarterly through accredited third-party agencies using calibrated sound level meters per CPCB/ IS standards, with monitoring at daytime and nighttime.

Control measures include acoustic enclosures, silencers, vibration-damping measures and optimised equipment layout. The Company adopts predictive and preventive maintenance to control noise and ensure equipment reliability. Machines are equipped with smart sensors that continuously monitor temperature, vibration, noise, and pressure—with any anomaly triggering immediate corrective action. Dense plantation around the site peripheries serves as natural noise barriers.

Odour and Light Management

JK Tyre has adopted a multi-layered approach to prevent and minimise emissions of atmospheric pollutants and environmental nuisances with SOP for managing and minimising environmental nuisance. Closed-loop systems and proper ventilation are implemented in areas prone to odour emissions (mixing, curing). Use of low-VOC raw materials and emission control at curing presses minimises odour nuisance. The Company's tyre manufacturing specifically does not have any process which generates a significant odour.

Energy-efficient LED lighting systems are installed across plants. Outdoor lighting is designed with downward-focused fixtures and automatic controls to avoid unnecessary glare and light spillage into surrounding areas.

Governance and Compliance

All facilities undergo regular environmental audits and third-party monitoring for air quality, noise and workplace environment. Findings are reviewed at the plant and corporate level, and corrective actions are tracked to closure. The Company ensures full compliance with Central and State Pollution Control Board standards, Noise Pollution (Regulation & Control) Rules, Air (Prevention & Control of Pollution) Act, ISO 14001:2015 and ISO 14064-1:2018 standards.

The Company's environmental policy comprehensively covers greenhouse gas emissions reduction and related protocols. It has established comprehensive corporate procedures for managing and minimising greenhouse gases (GHG) towards net zero, including annual inventory preparation, reduction target setting and monitoring and progress reporting with third-party verification.

Building Capacity for the Future

JK Tyre has implemented comprehensive training programmes to educate and engage employees on energy conservation, GHG reduction and climate-related actions. Various training related to Energy Management Systems and energy conservation are conducted regularly, with structured attendance records of training maintained at manufacturing units.

The Company has conducted a carbon sequestration study of its in-house plantation, which shows that the carbon sequestration of 44,240.21 tCO_2 is estimated from the standing plantation. Currently, JK Tyre does not use or involves itself with carbon capture and storage (CCS) technology, but it is actively exploring this space. In future, the Company will use this technology for offsetting its residual emissions as it has committed to achieving net zero by 2050.

Roadmap to Net Zero

JK Tyre's roadmap to net zero by 2050 combines operational improvements, technology deployment and value-chain measures. The Company targets 100% renewable electricity under its RE100 commitment and aims for ~70–80% of thermal energy from renewable fuels, supported by battery energy-storage systems (BESS) to manage intermittency. Energy-efficiency and circular-economy measures reduce demand, while greater use of recycled and other low-carbon materials lowers product-stage emissions.

The Company accelerates fleet electrification and localises suppliers to curb upstream and downstream transport emissions. To address residual emissions, JK Tyre prioritises high-quality carbon removals and carefully selected offsets, and considers carbon capture for appropriate sources. Digitised sustainability processes and science-based targets govern delivery and track interim progress against milestones.

As India's first tyre company to receive CFV certification and a pioneer in science-based targeting, JK Tyre applies these measures to ensure its environmental ambitions remain credible, measurable and verifiable.

75%
Employees trained on energy conservation

Water Stewardship

Water is a critical resource, essential not only to the Company's manufacturing processes but also to the communities and ecosystems around it. JK Tyre recognises the importance of responsible water use and has made it a core element of its sustainability strategy. In FY 2024–25, the Company achieved 2.01 KL of raw water used per tonne of tyre produced, among the top three lowest raw water consumption intensity in the global tyre industry, positioning it as a leader in water efficiency.



With a goal to become a water-positive organisation, JK Tyre is focused on reducing raw water consumption intensity to 50% by FY 2029-30 (compared to FY 2017-18 levels), supported by its five-year water management plan. The Company's comprehensive approach emphasises water recycling, reuse and rainwater harvesting, ensuring it minimises reliance on freshwater sources and maintains long-term water resilience.

JK Tyre's manufacturing plants are ISO 14001 certified. Of the five sites, four are third-party certified as Zero Liquid Discharge (ZLD). All sites comply with the conditions of their Consent to Operate issued by the respective State Pollution Control Boards. The Company undertakes quarterly third-party environmental monitoring alongside continuous in-house monitoring; all parameter readings are logged and retained centrally. JK Tyre has recorded no instances of environmental non-compliance.

50%
Targeted reduction in raw water consumption intensity by FY 2029-30 versus FY 2017-18 (achieved 41.57% reduction in FY 2024-25)

2
Manufacturing locations certified as water positive

Water Efficiency and Conservation

Key achievements:
- 2.01 KL of raw water used per tonne of tyre produced (FY 2024-25)
- Water-positive plants: Vikrant and Banmore Tyre Plants
- Zero Liquid Discharge (ZLD) status across four locations out of five

The Company has successfully implemented Zero Liquid Discharge (ZLD) across all its plants, ensuring that no wastewater is released without being treated and recycled. Additionally, the Vikrant and Banmore plants have achieved water-positive status, demonstrating the Company's commitment to water conservation for its operations and local communities.

Water Conservation Strategy

The Company's water stewardship strategy is built on conservation, recycling and rainwater harvesting. By using advanced technologies and embracing sustainable practices, it has significantly reduced dependence on freshwater sources, promoting water efficiency across operations.

Rainwater Harvesting

JK Tyre has implemented rainwater harvesting (RWH) systems across all its manufacturing plants, contributing to a reduction in its reliance on groundwater. JK Tyre employs a mixed approach, utilising percolation pits, storage systems and ponds for effective water conservation. These systems allow us to offset groundwater usage and store water for reuse.
In FY 2024-25, the Company utilised 32,460 kl of harvested rainwater, integral to its water conservation strategy.

JK Tyre's RWH potential across all sites is 10,87,703 KL per annum, demonstrating its commitment to sustainable water management. These efforts help mitigate the strain on local water resources and support the Company's broader environmental goals.

32,460 kl
Stored rainwater used in FY 2024-25

Water Recycling

To reduce freshwater consumption, JK Tyre employs advanced effluent treatment plants (ETP), sewage treatment plants (STP), and multi-effect evaporators (MEE). These technologies enable it to recycle water within production processes, significantly lowering water withdrawal.

Treated tertiary reverse osmosis (TTRO) is another critical method used for recycling and reducing freshwater usage, further supporting water-efficient operations.

Water Savings and Heat Recovery

JK Tyre has installed air-cooled fluid coolers (ACFC) at two manufacturing sites, replacing cross-flow towers and eliminating evaporation and blowdown losses. In one plant the closed-loop system (supply ≈46 °C, return ≈56–58 °C) also enables winter heat recovery for process/building use, delivering 16,500 kilolitres of water savings per year and about 1,274 tonnes of steam recovery over three months. Across operations four of five plants hold third-party ZLD certification and all units operate MEE systems to maximise treated-water reuse, reinforcing the Company's water-circularity and resilience objectives.

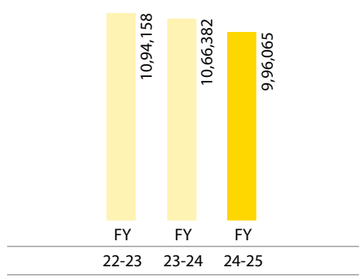
Smart Monitoring

JK Tyre has deployed IoT-based water monitoring systems across plants, providing real-time tracking of water usage. These systems help optimise water consumption, ensure efficient usage and identify areas of improvement.

Water Withdrawal, Consumption and Discharge

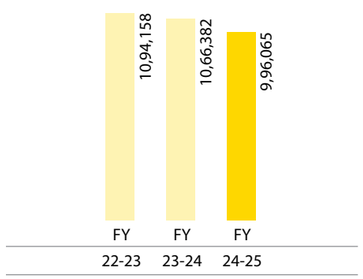
Total Volume of Water Withdrawal

(in kl)



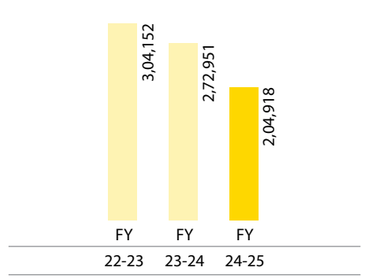
Total Volume of Water Consumption

(in kl)



Total Volume of Water Discharged

(in kl)



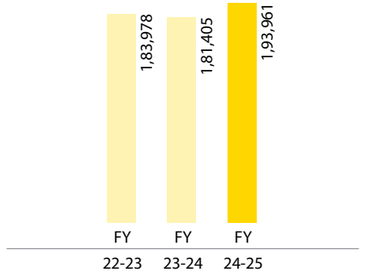
Addressing Water Stress and Improving Resilience

As part of its commitment to responsible water use, the Company has proactively addressed water stress in regions facing high water scarcity. JK Tyre's Chennai Tyre Plant (CTP) and Kankroli Tyre Plant (KTP) are located in water-stressed regions, where the Company has implemented specific measures to minimise freshwater consumption and enhance water resilience.

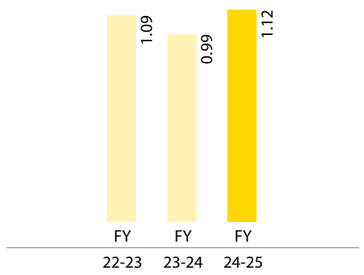
Key Initiatives in Water-Stressed Areas

- Treated tertiary reverse osmosis (TTRO) water used for production, reducing freshwater dependence
- Cross-functional teams (CFTs) focused on optimising water usage across departments, including domestic, process and treatment
- Rainwater harvesting systems with ponds and percolation pits, providing a significant offset to groundwater use

Total Water Consumption in Water-stressed Areas



Water Consumption Intensity in Water-stressed Areas



Wastewater Treatment and Effluent Management

The Company's plants are equipped with effluent treatment plants (ETP) and sewage treatment plants (STP) to ensure that wastewater is properly treated before reuse or discharge. JK Tyre's Zero Liquid Discharge (ZLD) policy ensures that no wastewater is released without first being treated and recycled.

The Company's wastewater is treated according to the highest standards set by local authorities, including the State Pollution Control Board (SPCB) guidelines, and monitored regularly through in-house teams and third-party audits. The Company takes special care to ensure that no harmful effluents are discharged into the environment. It also conducts quarterly discharge tests to ensure that treated effluent meet all regulatory parameters.

Wastewater Treatment Technologies

- Effluent treatment plants (ETP) for industrial wastewater
- Sewage treatment plants (STP) for domestic wastewater
- Multi-effect evaporators (MEE) for closed-loop recycling of process water

Water Stewardship Governance and Strategy

The Company's commitment to water stewardship is backed by strong governance practices and industry-leading certifications. All of its plants are certified under ISO 46001 for Water Efficiency Management Systems, ensuring that JK Tyre adheres to global best practices in water management.

Water Stewardship Vision

JK Tyre recognises water as a critical natural capital for tyre manufacture and surrounding communities and has embedded water stewardship into its long-term sustainability strategy. By 2030, it aims to achieve a 50% reduction in raw water consumption intensity (versus 2018 levels) and ensure that all its plants continue to operate with Zero Liquid Discharge (ZLD) status.

The Company has conducted annual water-risk assessments for all manufacturing sites using the WRI Aqueduct (with scenarios to 2025, 2030 and 2050), identifying Chennai and Kankroli as areas of extremely high risk Early action on these risks has driven efficiency measures that place JK Tyre among the top three lowest water consumers per tonne of finished product globally.

Mitigation combines technology, certification and third-party validation: all plants hold ISO 46001 (Water Efficiency Management), Vikrant and Banmore are BSI-certified Water Positive, and four of five sites are third-party certified ZLD. IoT-based monitoring, rainwater harvesting, use of TTRO and multi-effect evaporators (MEE) for closed-loop effluent recycling have materially reduced freshwater withdrawal and bolstered water resilience.

Key Recognitions

- Chennai Tyre Plant received the CII Excellence in Water Management Awards in 2021 and 2023
- Kankroli Tyre Plant was recognised as a 'Noteworthy Water Efficient Unit' at the CII National Awards for Excellence in Water Management 2024

JK Tyre is among the top three lowest water consumers per tonne of finished product globally



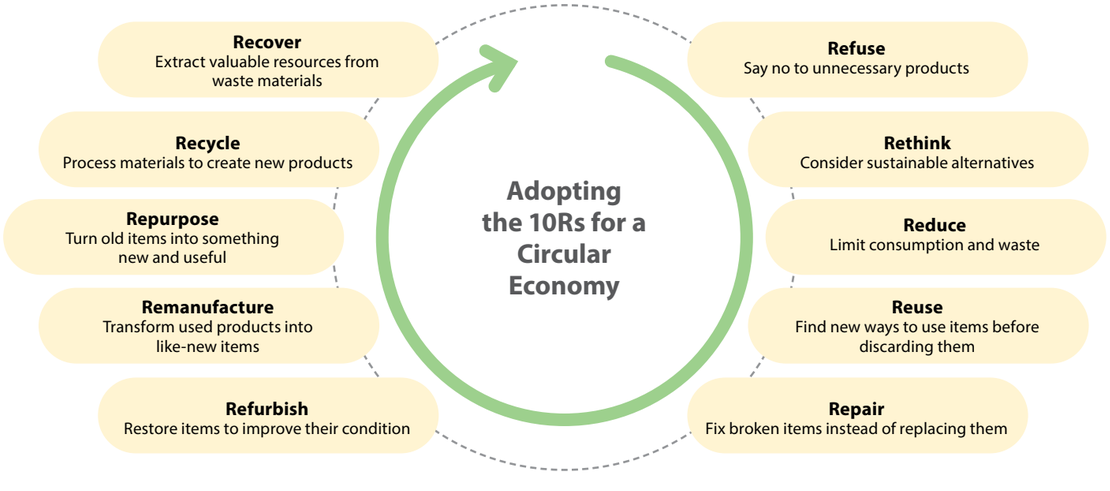
ETP at Laksar

Waste and Circularity

JK Tyre recognises that tyres made from synthetic rubber, natural rubber and carbon black have significant potential for India's circular economy. However, millions of tyres reaching the end of their lifespan each year pose environmental risks if improperly disposed of. As a leading manufacturer in the mobility and safety sector, the Company has transformed this challenge into an opportunity through comprehensive waste management and circular economy practices.

The Company is a pioneer in eco-friendly manufacturing, integrating sustainability into its operations. As a leader in radial tyre technology in India, JK Tyre is committed to environmental stewardship and uphold the 'Reduce, Reuse, and Recycle' principles to set benchmarks in responsible manufacturing. The Company follows a 10R framework to guide the transition toward a more sustainable, circular economy: Refuse, Rethink, Reduce, Reuse, Repair, Refurbish, Remanufacture, Repurpose, Recycle and Recover.

All JK Tyre production units are certified under ISO 14001:2015 Environmental Management Systems, ensuring systematic governance of waste and environmental impacts. Guided by the Waste Management Strategy 2025, signed by the Managing Director, the Company has committed to reducing all waste streams, solid, liquid and gaseous, by 3–5% annually, while sustaining zero waste to landfill practices across all plants.



Zero Waste to Landfill

The Company has implemented a zero-waste initiative to eliminate landfill waste. JK Tyre's robust waste management system ensures that no waste is directed to landfills. All of the Company's plants are ZWTL (Zero Waste to Landfill) plants certified by BSI, which means they adhere to stringent ZWTL practices. JK Tyre is dedicated to product stewardship by implementing best practices that prioritise waste segregation and recycling.

JK Tyre adheres to strict environmental standards and use closed-loop processes to reintegrate recycled materials into production, demonstrating its commitment to circular manufacturing.

Waste Management Strategy

The Company has a clearly defined waste management strategy that involves segregating waste generated during the manufacturing process and utilising recycled materials in the production of JK Tyre's products. The Company's approach is built on several key initiatives that drive waste reduction across operations.

JK Tyre has implemented closed-loop systems where feasible process rejects, such as uncured rubber, are reused internally, and other scrap streams are recovered through authorised recyclers and co-processors. This approach minimises waste generation while recovering valuable materials. The Company's lean manufacturing practices and Kaizen projects optimise processes, reduce material losses and improve overall efficiency throughout its operations.

JK Tyre maintains digital waste inventory and monitoring systems, ensuring traceability, segregation at source and compliance with all statutory norms. This enables real-time tracking and data-driven decision-making. The Company is actively working on plastic waste reduction by shifting to alternative materials in packaging and process consumption, while increasing recovery through authorised recyclers.



Through continuous improvement methodologies, JK Tyre systematically identifies and eliminates waste at source. The Company has derived immense benefits in the areas of new product development, green technology, product performance improvement, cost optimisation, improved product reliability and optimisation of material usage, waste and scrap reduction.

Single Use Plastic Free plants by CII

Waste Handling and Disposal

JK Tyre adheres to a Zero Waste to Landfill policy, ensuring that all waste is either repurposed, recycled or processed for recovery, significantly minimising its environmental impact. The Company's waste management process is structured around segregation at source, effective handling, and responsible disposal, in line with its ISO 14001 certification and environmental sustainability commitments.

Segregation and Collection: Waste is classified into hazardous and non-hazardous categories, such as process waste, used oil, e-waste, biomedical waste, batteries, packaging scrap, plastics, metals, wood and food waste. JK Tyre implements a three-bin system across production and support areas and ensures hazardous and non-hazardous waste is stored in segregated, labelled and controlled environments.

Handling and Storage: Internal transport of waste is conducted using dedicated vehicles to avoid cross-contamination. Hazardous waste is securely stored in compliance with consent conditions, while non-hazardous waste like scrap rubber, plastics and metals are stored in designated scrap yards, ready for recycling or recovery.

Disposal and Recovery: Following the 10R hierarchy, JK Tyre prioritises waste recovery, reuse and recycling. Hazardous waste is disposed of through authorised treatment, storage and disposal facilities (TSDFs) or recyclers. Used oil, E-waste, plastic waste, batteries and other non-hazardous waste are sent to authorised recyclers or co processors, and biomedical waste is incinerated with licensed handlers. Non-hazardous materials are either recycled or co-processed safely and efficiently.

Hazardous Substance Management

JK Tyre has established comprehensive procedures for managing hazardous substance exposure in compliance with industry standards and legal requirements. These procedures include:

- **Handling of Hazardous Chemicals:** Adherence to established SOPs, such as "Handling, Storage, and Transportation of Hazardous Chemicals" (UESM.25-SD.01) and "Hazardous Waste Handling, Storage, and Disposal," which ensure safe operations.
- **Material Safety Data Sheets (MSDS):** MSDS are displayed in chemical areas and translated into the local language for worker accessibility, ensuring proper handling and awareness of the chemicals in use.
- **Engineering Controls:** Implementing systems like ventilation, containment measures, and spill control to minimise the exposure to hazardous substances.
- **Personal Protective Equipment (PPE):** PPE requirements are enforced as per SOPs, ensuring worker safety during handling and exposure to hazardous materials.
- **Exposure Monitoring and Health Surveillance:** Regular monitoring of hazardous substance exposure, along with health surveillance programmes to track and mitigate health risks.

Additionally, all hazardous substances are clearly labelled with colour codes, NFPA ratings, and safety signage. Storage facilities include bunded tanks, trays, and drum stacking systems with spill containment. Transport is managed through approved trolleys, tankers with earthing chains, and safety protocols for external transport. Emergency preparedness is reinforced with spill kits and periodic mock drills to ensure readiness.

These steps are complemented by regular compliance audits, daily monitoring checks, and employee training programs, ensuring that all hazardous materials are managed safely, efficiently, and in full compliance with applicable regulations.

Waste Governance and Monitoring

The Company maintains a detailed waste register, updated quarterly and reviewed monthly by site and corporate HSE teams. Authorised recyclers and TSDF facilities undergo regular audits to ensure compliance. Waste diversion rates and reduction targets are tracked annually, ensuring that JK Tyre consistently meets its zero waste to landfill status.

Employee Training on Waste Management

JK Tyre conducts various training programmes related to waste management and reduction, including SPC, manufacturing excellence, TQM, waste handling, material handling, hazardous waste management and 5S. All employees are trained on proper waste segregation practices, and their performance is reviewed during EHS and sustainability committee meetings. These programmes ensure that employees across all levels understand their role in achieving the Company's waste reduction and circular economy objectives.

Waste Reduction Initiatives

JK Tyre is committed to reducing waste and minimising the environmental impact of its operations through various innovative initiatives. The Company adheres to the 10R Principle for waste management, focusing on reduction, recycling and recovery at every stage.

Waste Governance and Monitoring

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Key Initiatives

- **Energy Generation from Steam:** One of the Company's plants previously relied on boilers for steam generation, which resulted in a significant amount of ash waste. However, after connecting to the 132 KV grid, JK Tyre significantly reduced this waste, cutting down by 11,160 MT compared to FY 2023-24.
- **In-house Waste Reduction Projects:** Continuous Kaizen efforts in plant operations aim to improve plant efficiency, reduce energy consumption and minimise waste. The Company focuses on rejection control to decrease waste generation across various stages of production.
- **Packaging Optimisation in the Upstream Value Chain:** Recently, JK Tyre transitioned from 25 kilogram poly bags to 400 kilogram size HDPE bags for raw material shipments, significantly reducing packaging waste. Additionally, the Company replaced wood-based bobbins with reusable ones, further reducing its environmental footprint.
- **Downstream Waste Management:** JK Tyre actively works ensuring that most of its products are delivered with minimal packaging waste.

Material usage

JK Tyre continuously works to optimise processes and reduce material consumption. The Company is reducing the use of hazardous substances by cutting down on naphtha, eliminating solvent-based lubricants and adopting silica-based husk and bio-sourced materials for safer, more sustainable operations. The Company's R&D efforts focus on material substitution, eco-conscious engineering and circular economy principles.

JK Tyre follows a 100% sustainable procurement process through use of sustainable raw materials including recycled rubber reflecting its commitment to sustainable practices throughout the supply chain.

50%
Sustainable material usage by 2030

100%
Sustainable material usage by 2050

Material Usage

Raw Material Category	FY 2024-25	Unit
Total raw materials (Renewable + non-renewable)	5,24,603	MT
Raw material - non-renewable	3,58,495	MT
Raw material - renewable	1,66,108	MT
Raw material recycled* (of total raw materials)	4.55	%
Sustainable material (of total raw material)	34.11	%

* In FY 2024-25, the Company has reclassified the renewable and recycled input materials based on the definition provided by the Global Reporting Initiative (GRI) standard

Hazardous Waste Management

JK Tyre has established comprehensive procedures for the safe management of hazardous substances, from procurement to disposal. The Company's facilities follow strict hazardous chemical handling SOPs covering labelling, storage, handling and transport of hazardous materials to ensure worker safety and environmental protection.

The hazardous waste generated is stored per regulatory requirements and disposed of through authorised vendors. JK Tyre ensures specialised treatment and safe disposal of hazardous substances through responsible disposal practices per guidelines issued by State Pollution Control Boards (SPCBs). All disposal activities are conducted through treatment, storage, and disposal facilities (TSDF) and authorised recyclers. JK Tyre thoroughly vets vendors before awarding contracts, including conducting on-site audits, verifying consents and performing background checks. The Company also maintains Form 10 records and files annual returns for regulatory compliance. Waste is managed in-house, with disposal handled by TSDF and authorised recyclers and co-processors. The Company conducts regular monitoring and site visits to ensure compliance with CPCB and SPCB guidelines, ensuring that all waste is managed appropriately and efficiently.

This systematic approach ensures full traceability and compliance with all statutory requirements. JK Tyre has implemented emergency response procedures for hazardous substance incidents, ensuring preparedness for any environmental emergencies. All waste streams are mapped, identified by type and tracked through its digital inventory system. This enables us to monitor progress toward its 3-5% annual waste reduction target while maintaining the zero waste to landfill commitment across all plants.

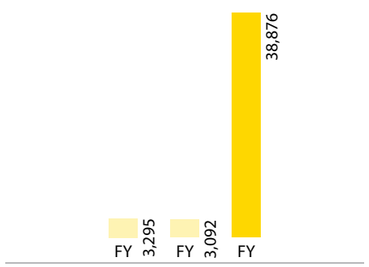
Waste Generated (MT)

Waste Type	FY 2022-23	FY 2023-24	FY 2024-25
Hazardous Waste	984.2	1,641.9	890.6
Non-hazardous Waste	12,983.1	11,692.6	67,401.3

Note: The sudden increase reflected in FY 2024–25 is due to the inclusion of boiler ash in the total waste calculation for the first time; until the previous year, it was reported separately.

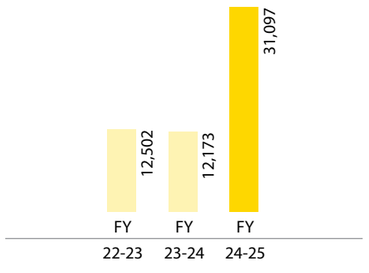
Waste diverted to Recycling

(MT)



Waste disposed by other disposal operations

(MT)

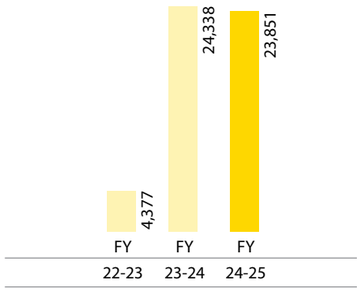


Circular Economy

JK Tyre's commitment to circular economy begins at the design stage. The Company conducts thorough life cycle assessments (LCAs) on various tyre types, including truck/bus radial, truck/bus bias, and PCR variants. The assessment of various categories of its tyres is done for their efficacy and adequacy, and a large number of sample reference tyres are evaluated for cradle to grave LCA regularly.

Recyclable Material Consumption

(MT)



Note: In FY 2024-25, the Company has reclassified the renewable and recycled input materials based on the definition provided by GRI

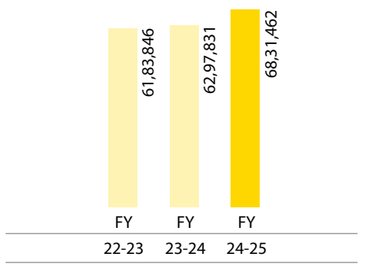
Tyre Retreading: Extending Product Life

JK Tyre' commitment to circular economy principles is demonstrated through its robust retreading operations. Retreading extends the life of tyres, significantly reducing raw material consumption, waste generation and overall environmental footprint.

Over the past three years, the Company has steadily increased its retreading volumes, contributing to resource efficiency and cost savings for customers.

Retreaded Tyre Volume

(Kg)



This upward trend highlights its efforts in promoting sustainable mobility solutions and supporting fleet operators in reducing their total cost of ownership and environmental impact. The Company's retread tyres use up to 75% recycled materials, promoting sustainability. Designed for multiple lifecycles, its premium casings conserve resources by reusing worn materials, reducing the need for new oil, rubber and steel while minimising waste.

JK Tyre's retread business model operates through multiple channels: tyre collection from fleets and transporters, collection from fitters, tyre puncture shops and old tyre dealers and buying casings from fleets and dealers to sell retreaded tyres. This circular business model creates value while reducing environmental impact, demonstrating that sustainability and profitability are complementary objectives.

Extended Producer Responsibility

As a responsible brand owner, JK Tyre fully complies with Extended Producer Responsibility (EPR) requirements under the Hazardous and Other Waste (Management and Transboundary Movement) Amendment Rules, 2022, and the Plastic Waste Management Rules, 2016. EPR applies to the Company's activities, and its waste collection plan is in line with the plan submitted to the Pollution Control Boards.

Sustainable Product Innovation

Significantly, JK Tyre has developed India's greenest car tyre called 'UX Green' in the PCR segment with 80% sustainable material and lower carbon footprint, demonstrating its technological leadership in sustainable product development. JK Tyre has developed tyres with 80% sustainable material as part of its circular economy commitment, proving that high performance and sustainability can go hand in hand.

This breakthrough innovation showcases the Company's ability to integrate recovered and recycled materials without compromising on safety, performance or durability. It represents the future of tyre manufacturing where environmental responsibility is built into product design from the outset.

EPR for End-of-Life Tyres

JK Tyre is registered with the CPCB EPR portal and work with authorised recyclers for environmentally sound management of end-of-life tyres (ELTs). Per regulations, the Company purchases EPR credits from registered recyclers through the CPCB portal. JK Tyre purchased credits for end-of-life tyres in FY 2024-25 and are in compliance with obliged requirements.

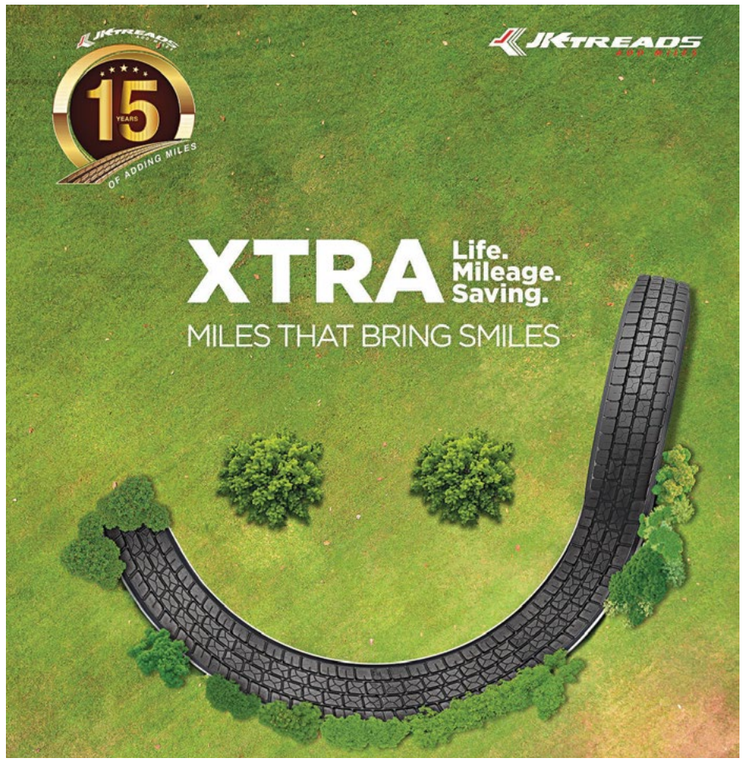
Through its retreading business, the Company extends tyre life, reduces material demand and enables sustainable mobility solutions. JK Tyre also conducts consumer awareness programmes on tyre maintenance, including inflation, rotation and alignment, which further enhance tyre life and resource efficiency. This demonstrates the Company's commitment to product stewardship beyond the point of sale.

End-of-Life Tyre Strategy

The Company recognises the potential risk associated with regulatory changes in the end-of-life tyres (ELT) market. The ELT market is subject to regulations that govern the disposal, recycling and reuse of end-of-life tyres. To mitigate this risk, it has implemented a proactive approach to monitor and assess regulatory developments in the ELT market.

JK Tyre works closely with industry associations and regulatory bodies to stay informed of any changes to regulations and assess their potential impact on its operations. The Company is working technologically to reduce the ELT impact through increased use of regenerated material in manufacturing, including reclaimed raw material.

EPR as a subject is being addressed in the country for end-of-life tyre (ELT) by the Ministry of Environment, Forest & Climate Change, Government of India. JK Tyre, being



a member of ATMA and ITTAC, which are represented in the forum for addressing EPR, is actively participating in discussions with the Government of India. JK Tyre supports the proposed framework for end of the life tyre (ELT) policy, demonstrating its commitment to industry collaboration and regulatory engagement.

The Company's proactive approach to risk management of possible regulatory changes in the ELT market has allowed us to minimise the impact of any potential regulatory changes on its operations and profitability. JK Tyre remains committed to maintaining high standards of risk management and adapting to future challenges.

EPR for Plastics

JK Tyre complies with national regulations by engaging CPCB-registered recyclers and implementing plastic recovery measures. JK Tyre has been in compliance with EPR regarding product packaging, as required by CPCB.

E-waste Management

The Company's operations do not generate any post-consumer e-waste. However, the e-waste generated at its premises is disposed of safely with the help of authorised recyclers, in accordance with CPCB guidelines, ensuring responsible management of all waste streams.

JK Tyre has achieved 100% compliance with EPR obligations for plastics and tyres during the reporting period, demonstrating its leadership and accountability in product lifecycle management.

Policy Framework and Governance

JK Tyre's environmental policy comprehensively covers materials, chemicals and waste management. This includes its Resource Policy with conservation commitments, Waste Management Strategy for systematic waste minimisation, Green Purchase Policy for sustainable procurement practices, ODS Control Policy for ozone-depleting substance management, Sustainability Policy with holistic environmental commitments, and Mission Statement on Sustainable Growth articulating its long-term vision.

The policy addresses environmental impacts from products' end-of-life, including recycling of products and environmental impacts from the use of products. The Company's policy also covers promotion of sustainable consumption through its green purchase policy, mission statement on sustainable growth and resource policy that includes resource conservation commitments.

This integrated framework ensures that environmental considerations are embedded from strategic planning through daily execution. JK Tyre has established comprehensive corporate procedures for managing and minimising waste, materials and hazardous substances, ensuring systematic governance across all operations.

Waste Management Training and Awareness Programmes

At JK Tyre, 100% of employees are covered under the structured waste management training framework, which is designed to build long-term discipline in segregation, reduction and compliance. JK Tyre's approach is based on three levels of engagement:

- **General Awareness for All Stakeholders :** Programmes for all employees, including induction, shop-floor awareness, and mass communication campaigns, ensuring every worker understands segregation requirements and waste minimisation practices.
- **General Training :** This training covers the waste management aspects in detail, focusing on the various types of waste, sorting protocols and environmental impact reduction.
- **Core Team Training :** Advanced training for environmental champions and auditors, including internal auditor certifications, process waste reduction projects and leadership training for driving continuous improvement.

Alongside formal training, JK Tyre operates a waste suggestion system, through which employees can propose ideas for improving segregation and minimising waste at source. These suggestions are reviewed, and viable initiatives are implemented as Kaizen projects or Zero Defect Workstation improvements.

This structured model is further reinforced by regular 5S workshops, Zero Defect Workstation initiatives, and Kaizen projects, ensuring consistent improvements in waste reduction. Awareness is also deepened through campaigns on World Environment Day and other sustainability events.



Pariyavaran Award by the Madhya Pradesh Government to Banmore Tyre Plant

Biodiversity Impact

JK Tyre recognises that biodiversity is fundamental to ecological balance and the health of the ecosystems it operates within. Healthy ecosystems provide essential services, including water regulation, air purification, carbon sequestration, flood control and the provisioning of raw materials. The Company's commitment to biodiversity protection goes beyond avoiding harm; it actively works to enhance and restore ecosystems within and beyond operational boundaries.

The Company has developed a comprehensive approach to biodiversity management through a dedicated Biodiversity Policy. As signatories to the CII-IBBI (Confederation of Indian Industry - India Business and Biodiversity Initiative), JK Tyre has undertaken systematic actions, including biodiversity risk assessments, awareness-building programmes, and the appointment of Biodiversity Champions at each manufacturing site.

None of the Company's production facilities are located near protected ecological zones or eco-sensitive areas, minimising its impact on sensitive habitats. Even with this favourable positioning, JK Tyre has conducted third-party biodiversity impact assessments across all locations to understand its interactions with local ecosystems and identify opportunities for positive contribution.

Environmental Policy and Biodiversity

The Company's Environmental Policy covers a comprehensive approach to sustainability, including a strong focus on biodiversity conservation. As part of its commitment to environmental protection, JK Tyre has implemented the Biodiversity



Protection Policy and the Biodiversity Management Procedure. These documents guide the Company's efforts to minimise environmental impacts and enhance biodiversity protection throughout its operations. The policy aligns with the broader environmental sustainability goals and ensures JK Tyre takes proactive steps to conserve biodiversity, mitigate impacts and engage in relevant conservation activities.

Biodiversity Protection Policy

JK Tyre is committed to reducing the negative impact on biodiversity and nature from its operations and from the supply chain by:

- Considering the impacts of business decisions on biodiversity
- Minimising the biodiversity risks in the business operations
- Enhancing awareness on biodiversity within the organisation and among external stakeholders
- Encouraging relevant stakeholders to support better biodiversity management
- Establishing a system for monitoring and reporting of progressive steps taken towards the protection of biodiversity

Soil Health Management

JK Tyre is committed to maintaining and improving soil health as part of its environmental responsibility.

The Company follows a Contaminated Land and Groundwater Management Procedure to prevent soil contamination and ensure sustainable land use practices.
This procedure outlines steps for monitoring, mitigating, and managing soil-related risks, ensuring that its operations do not negatively impact soil quality. The Company take proactive measures to address any potential contamination and work towards restoring and enhancing the health of the land surrounding its operations.

Biodiversity and Carbon Sequestration

At JK Tyre, biodiversity conservation and natural carbon sinks are integrated strategic priorities. JK Tyre recognises that healthy ecosystems underpin raw material security, water availability, regulatory compliance, climate resilience and social license to operate. The Company's approach is governed by the Biodiversity Policy, which aligns corporate practices with IFC Performance Standard 6, the IUCN Mitigation Hierarchy and India's Wildlife (Protection) Act, 1972.

Biodiversity Risk Assessment and Impact

JK Tyre commissioned third-party biodiversity impact and risk assessments across all manufacturing locations.
These assessments followed a consistent protocol derived from the Banmore pilot methodology, ensuring comparability.
The methodology included scope definition (core + 5 kilometre buffer), GIS screening, vegetation sampling, fauna surveys, aquatic assessments, IUCN/WPA cross-referencing and application of a biodiversity risk matrix.

Key sites assessed include:

- Banmore, Cavendish/Laksar, Kankroli, Sriperumbudur/Chennai, Mysuru and other locations

These assessments are explicitly aligned with:

- International Finance Corporation (IFC) Performance Standard 6 – Biodiversity Conservation & Sustainable Management of Living Natural Resources
- IUCN Mitigation Hierarchy – Avoid →Minimise →Restore →Offset
- India's Wildlife (Protection) Act, 1972 – all observed species are cross-referenced to legal protection schedules

Consolidated Baseline — Flora and Fauna

Across all sites, the consolidated inventory demonstrates substantial species richness:

- **Flora:** 146 tree species, 103 shrubs, 96 herbs, 32 climbers, 11 palms and 8 grasses
- **Fauna:** 75 bird species, 22 butterflies, 7 mammals and 4 herpetofauna

Invasive alien species recorded include Prosopis juliflora and Lantana camara.
Species of conservation concern observed include:

- **Flora (IUCN Red List):** Saraca asoca (VU), Santalum album (VU), Angelica glauca (EN), Dypsis decipiens (VU), Ravenea rivularis (VU), Beaucarnea recurvata (CR), Zamia furfuracea (EN)
- **Fauna (IUCN + WPA):** Neophron percnopterus – Egyptian Vulture (EN, WPA Schedule I), Clanga hastata – Indian Spotted Eagle (VU, WPA Schedule I), Pavo cristatus – Indian Peafowl (LC, WPA Schedule I)

The Company's activities does not have any major impact on biodiversity of nearby areas, per the Biodiversity Risk and Impact assessment conducted which have very low level risk.

Environmental Impact Assessment Compliance

In line with the Environmental Protection Act 1986, JK Tyre ensures compliance with the Environmental Impact Notification S.O. 1533 (E) dated 14th September 2006. A detailed environmental impact assessment was conducted on 8th November 2024 by an independent external agency for JK Tyre & Industries Ltd. – Banmore Tyre Plant.

Biodiversity Awareness Training

JK Tyre prioritises educating its employees on local biodiversity and its importance to its environmental sustainability efforts. As part of this commitment, the Company has developed a Biodiversity Awareness Module which is shared with employees to enhance their understanding of local biodiversity and its protection. This training is conducted regularly to ensure that the Company's workforce is well-informed about the environmental impacts of its operations and how they can contribute to biodiversity conservation in the areas they operate.
JK Tyre has a biodiversity champion across each location. JK Tyre celebrates World Earth Day and World Environment Day to promote plantation and sensitise employees about co-existence with nature.

76%

Employees covered under biodiversity awareness sessions

Biodiversity Risk Profile and Mitigation

JK Tyre recognises the interconnectedness of its manufacturing operations with biodiversity and natural ecosystems. Comprehensive biodiversity risk assessments confirm that none of the Company's sites are located in or around ecologically sensitive areas, nor do they qualify as critical habitats. No severe or significant impacts on biodiversity were identified, with all operations classified as having low biodiversity risk.

Mitigation actions being implemented include:

- Greenbelt enrichment with native species and creation of butterfly gardens and wetlands
- Invasive species monitoring and control
- Human–wildlife coexistence (HWC) protocols and signage to minimise fauna interactions
- Advanced air pollution control devices to manage particulate emissions
- Efficient wastewater management through STP, ETP, and zero liquid discharge (ZLD) systems

In parallel, JK Tyre integrates its sustainability actions with the principles of the 10Rs of Circularity (Refuse, Rethink, Reduce, Reuse, Repair, Refurbish, Remanufacture, Repurpose, Recycle and Recover). This approach ensures that biodiversity protection is complemented by resource efficiency, waste minimisation and circular economy practices, reducing upstream and downstream ecological footprints.

Additionally, JK Tyre has adopted a Sustainable Natural Rubber Sourcing Policy, aligned with the Global Platform for Sustainable Natural Rubber (GPSNR), which requires suppliers to avoid deforestation, habitat degradation and other practices that may negatively impact ecosystems, wildlife, or local communities.

Carbon Sequestration Potential

A company-wide carbon sequestration study (2022) inventoried ~1.07 million plants with a standing carbon stock of 24,131 tC = 44,240 tCO_2 (~194 tCO_2/ha).

CII–IBBI Commitment

JK Tyre is a proud signatory to the CII–India Business & Biodiversity Initiative (IBBI), supported by GIZ and MoEFCC. Through this platform, JK Tyre commits to:

- Mapping biodiversity-business interfaces
- Assessing biodiversity risks and opportunities across ecosystem services
- Setting measurable biodiversity objectives
- Appointing biodiversity champions at each plant
- Advocating biodiversity-positive policies through multi-stakeholder dialogue
- Initiating biodiversity and ecosystem service valuation

Monitoring of Biodiversity KPIs and Reporting

To measure and disclose progress, JK Tyre has defined audit-ready KPIs:

- 100% sites with biodiversity risk assessments
- 9 IUCN threatened species recorded (seven flora and two fauna)
- 60–70% native species in greenbelts (target >80% by 2028)
- 44,240 tCO_2 above-ground carbon stock (2022 baseline)

Commitments for the Future

Looking forward, JK Tyre has adopted measurable, time-bound biodiversity and carbon commitments:

- Plant 1 million additional trees by 2030
- Conduct five biodiversity awareness programmes per site per year

Key Highlights

- Ensured that >25% of land area at every plant is maintained as greenbelt, enriched with native species, contributing to ecosystem services such as air purification, carbon storage and habitat for pollinators and birds
- Hosted over 11 lakh trees and shrubs that support local ecology, regulate microclimate, and reduce carbon emissions
- Restored water bodies through CSR activities with the help of in-house resources

Tree Plantation – Miyawaki Forest Method

The Company has adopted the Miyawaki method for its tree plantation initiatives.

- Total CO_2 Reduction:
- By planting 4,000 trees using the Miyawaki method, JK Tyre has achieved a total CO_2 reduction of 88,000 kilogram/year

Other benefits of the Miyawaki method:

- Biodiversity
- Pest control
- Soil retention
- Health benefits
- Noise reduction
- Air quality improvement

Transparency through Environmental Product Declarations

Setting New Standards in India

JK Tyre has achieved a significant milestone by becoming the first Indian tyre company to obtain environmental product declarations (EPDs) for three of its products. EPDs provide standardised, verified information about the environmental impacts of products across their entire lifecycle, from raw material extraction through manufacturing, use and end-of-life disposal.

This achievement demonstrates the Company's commitment to transparency and enables customers to make informed purchasing decisions based on verified environmental data. The three products with EPDs represent different manufacturing locations, Vikrant, Laksar, and Chennai Tyre Plant, showing consistency in its environmental performance across operations.

Global Recognition

JK Tyre is the first Indian company to publish EPDs on the International EPD System (IES) platform, joining a select group of global manufacturers, including Michelin and Nexen, who have achieved this level of transparency. Publishing on the IES platform makes its environmental performance data accessible to customers worldwide and demonstrates its commitment to meeting international sustainability standards.

Products with Published EPDs

- 215/55R18 UX Royale
- 295/80R22.5_JUL1_16PR
- 235/75R17.5 JUH5 ALL STEEL 14PR

These EPDs are publicly available at:

https://www.environdec.com/library/epd25021

https://www.environdec.com/library/epd25021

https://www.environdec.com/library/epd25023

What EPDs tell Stakeholders

JK Tyre's EPDs provide comprehensive, third-party verified data on environmental impacts, including raw material consumption and sourcing, energy use and greenhouse gas emissions from manufacturing, transportation impacts across the distribution chain, use phase performance, including fuel efficiency effects and end-of-life recycling potential. This lifecycle perspective helps customers, fleet operators, and policymakers understand the full environmental profile of its products and integrate this information into their sustainability strategies.

The EPD certification process involves rigorous independent verification, subjecting the Company's environmental claims to external scrutiny. This demonstrates confidence in JK Tyre's environmental performance and commitment to accountability.



Miyawaki Forest Project Chennai Tyre Plant

People

Material Topics

- Employment
- Training and education
- Health and safety
- Innovation
- Economic performance
- Local communities
- Customer centricity
- Compliance

Relevance to Stakeholders

- Employees
- Customers
- Community
- Statutory & Regulatory Bodies

Alignment to UN SDGs



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Human Resources

JK Tyre values its workforce as a key asset and driver of success, with employee well-being central to its sustainable operations. The Company fosters a supportive environment to enhance productivity and long-term success. The average employee age is 40, with over 550 new hires (535 male and 16 female) in FY 2024-25, contributing to a dynamic workforce. Management includes 32% engineers and 21.5% with management degrees.

The people strategy focuses on developing internal talent, creating career opportunities, and rewarding exceptional performance through structured programmes, cross-functional exposure and clear career pathways. This approach aligns with individual aspirations, strengthens the organisational culture, and ensures every employee understands their role in the mission. JK Tyre has translated its seven mission statements into measurable objectives aligned with annual goals, ensuring that each employee understands how their work contributes to the mission. This clarity of purpose enhances engagement and provides meaningful context for daily work.

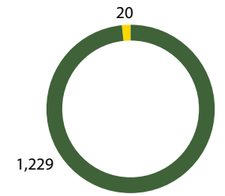


Workforce Overview

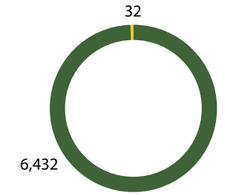
Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees					
Permanent (D)	2,118	2,065	97.5%	53	2.50%
Other than permanent (E)	364	363	99.7%	1	0.27%
Total employees (D+E)	2,482	2,428	97.8%	54	2.2%
Workers					
Permanent (F)	7,095	7,091	99.94%	4	0.06%
Other than permanent (G)	8,129	7,829	96.3%	300	3.69%
Total workers (F+G)	**15,224**	**14,920**	**98.0%**	**304**	**2.00%**

Permanent Workforce Age Distribution

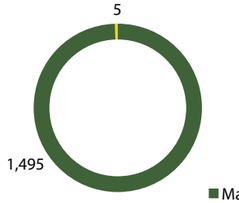
Below 30 years



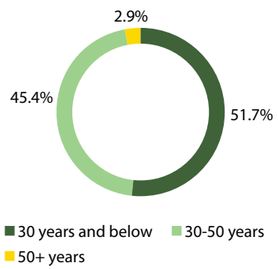
30 to 50 years



More than 50 years



New Hires in FY 2024-25 by Age



45%

Senior management (General Manager and above) at significant locations are hired from the local community

Fair Compensation and Benefits

JK Tyre & Industries Ltd. is committed to fair compensation through its formal Living Wage Policy, ensuring all employees receive decent and equitable wages.

An independent third-party study, conducted using the Anker Methodology for Living Wage calculation, confirmed that JK Tyre offers wages above the established living wage benchmarks. The Company also provides maternity leave, childcare facilities and healthcare coverage, tailored to employee levels. JK Tyre has housing colonies across two locations, KTP and LTP, to ensure adequate housing for employees.

Promotions and Development

Fairness in promotions and development is ensured through a structured Performance Management System (PMS). Employee targets are set annually under the MPCP framework and assessed at year-end with their manager and HR, forming the basis for promotions. Competency mapping and assessments guide development plans, including training and courses.

The Company's Corporate Ethics and Code of Conduct uphold fairness, with violations subject to disciplinary action.

Long-term Incentive Scheme

The Long-term Incentive (LTI) scheme aims to retain high-performing talent by rewarding selected employees based on their performance and growth potential. This scheme aligns employee interests with long-term organisational success.

Human Rights and People Policies

JK Tyre recognises the human rights of all stakeholders and groups both within and beyond the workplace, including communities, consumers and supplier partners. The Company's commitment to human rights is embedded in its corporate policies, management systems and daily practices. JK Tyre has internationally recognised certifications that validate its approach to ethical labour practices and social responsibility.



Certifications and Management Systems

The Company's human rights commitment is validated through multiple certifications across All manufacturing sites:

- **Social Accountability 8000**
- **ISO 26000 Social Responsibility**

Human Rights Governance

To ensure effective compliance with human rights standards, JK Tyre's internal audit team conducts regular audits at its manufacturing facilities. The Company has established processes for employees and workers to raise grievances directly with their line managers and HR business partners, as well as through e-mail.

Policy Commitment to Respect Human Rights

JK Tyre is committed to responsible business conduct, aligning with international frameworks such as the UN Global Compact and ILO Standards. The Company's operations follow global guidelines, including the UN Sustainable Development Goals (SDGs), to ensure ethical practices and sustainability. The Company applies the precautionary principle by assessing environmental and social risks, using tools like WRI Aqueduct and climate change projections to minimise impacts. JK Tyre respects human rights, ensuring no child labour or exploitation. Furthermore, the Company promotes equality and non-discrimination in all its operations.

Workplace Harassment Prevention

JK Tyre maintains a zero-tolerance policy towards all forms of workplace harassment, including sexual harassment, bullying and discrimination. In alignment with the Sexual Harassment of Women at the Workplace Act, 2013, it has a formal policy and an Internal Complaints Committee (ICC) to address complaints from women employees. The Company is committed to creating a safe and respectful work environment where harassment is strictly prohibited. Employees can report any concerns through confidential grievance channels, with assurance of no retaliation. All complaints are investigated promptly, and strict disciplinary actions are taken against violators. Regular training and communication about the Code of Conduct help reinforce JK Tyre's commitment to a harassment-free workplace.

Child Labour and Forced Labour Prevention

JK Tyre prevents child and forced labour through a SA 8000 certified management system and Corporate Ethics & Code of Conduct. The Company conducts regular internal audits, inspections and third-party reviews to ensure compliance with labour standards. JK Tyre's approach includes awareness training, grievance mechanisms and periodic supplier evaluations. Corrective actions are implemented based on audit findings, and continuous monitoring ensures that the Company's prevention systems remain effective across its workforce and value chain partners.

JK Tyre maintains a zero-tolerance policy toward child labour and forced labour. The Company's Social Accountability framework explicitly addresses these issues, with comprehensive procedures for prevention, detection and remediation.



Preventive Measures

» **Age Verification:** JK Tyre established rigorous age verification processes for new hires to ensure compliance with legal requirements. All candidates must provide valid age proof documentation before employment.

» **Training and Awareness:** Various training programmes on SA 8000 requirements cover child labour, forced labour and human trafficking prevention for employees at all levels. The Company's Corporate Training Calendar includes regular sessions on these topics. More than 80% employees covered under child labour and forced labour training.

» **Monitoring Effectiveness:** The effectiveness of these controls is monitored through a SA 8000 certification process, with all manufacturing sites maintaining active certification and undergoing regular third-party audits.

Freedom of Association and Collective Bargaining

The Company works collaboratively with trade unions and other organisations to promote a safe and positive work environment worldwide. JK Tyre holds regular meetings with employee representatives and the management to address concerns related to welfare and productivity, providing a platform for resolving grievances and fostering open communication.

Employee Representation and Stakeholder Consultation

At JK Tyre, formal mechanisms ensure continuous employee representation across all manufacturing locations. Workers covered under Collective Bargaining Agreements (CBAs) are represented by recognised trade unions, providing a platform for dialogue and negotiation with management.

Additionally, JK Tyre follows a structured stakeholder consultation process as part of its Social Accountability Management System (SA 8000:2014), engaging employees, trade unions, contractors, suppliers, local communities and customers. The Social Performance Team (SPT), comprising management and worker representatives, facilitates dialogue, identifies risks and addresses issues related to labour practices, health and safety, and human rights. This team conducts meetings, assessments, and grievance reviews, reporting findings to senior management for corrective actions. These processes, combined with joint safety, welfare, and cultural committees, ensure active worker participation in improving workplace conditions and morale, reinforcing JK Tyre's commitment to continuous improvement, transparency and stable industrial relations.

Worker Representation

The Company's Certified Standing Orders establish clear frameworks for worker representation. The person elected by the representative union as President serves as the Workers' representative, ensuring an authentic employee voice in decision-making processes.

Worker Representation

Category	FY 2024-25			FY 2023-24		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or unions (B)	% (B/A)	Total employee/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total permanent employees	2,118	0	0	2,360	0	0
Male	2,065	0	0	2,309	0	0
Female	53	0	0	51	0	0
Total permanent workers	7,095	6,116	86.2%	7,000	6,342	90.60%
Male	7,091	6,114	86%	6,994	6,337	91%
Female	4	2	50%	6	5	83%

Collective Bargaining Coverage

JK Tyre's collective bargaining agreements comprehensively cover:

» **Employee Health and Safety:** Workplace safety standards, PPE, health monitoring and emergency procedures. JK Tyre recognises health and safety as a shared responsibility between management and employee representatives. The collective bargaining agreements (CBAs) with recognised unions ensure a safe, hygienic and healthy working environment, complying with the Factories Act, 1948, and other regulations.

The CBAs establish joint Safety Committees with equal representation from management and workers to review risks, recommend actions and monitor implementation. Both parties are committed to accident prevention, hazard identification and safety awareness, while management provides PPE, safety training and medical facilities.

» **Working Conditions:** Working conditions comprise wages, benefits, working hours, overtime compensation and leave policies. JK Tyre ensures employees covered under collective bargaining agreements (CBAs) work under fair, safe and mutually negotiated conditions. The CBAs cover wages, hours, shift patterns, leave, rest intervals and overtime, in line with statutory provisions under the Factories Act, 1948, and labour laws.

The agreements also include provisions for welfare facilities such as canteens, restrooms, drinking water and medical care, along with grievance-handling procedures. Joint committees for safety, welfare and cultural activities ensure continuous employee participation in improving working conditions and morale.

» **Career Management and Training:** Skill development, promotion criteria, and succession planning. JK Tyre promotes employee development and fair career progression through collective bargaining agreements (CBAs), which support training, re-skilling, and career advancement. The CBAs focus on continuous learning, technical upskilling and multi-skilling to meet business needs and technological advancements.

The agreements also ensure time-bound promotions, internal job postings and merit-based advancements, providing transparent career growth opportunities. Employees are encouraged to participate in skill programmes, quality circles and safety training, with coordination between HR, technical teams and union representatives.

» **Diversity, Discrimination, and Harassment:** JK Tyre is committed to equality, dignity and respect for all employees, including those under collective bargaining agreements (CBAs). The CBAs ensure employment practices are based on fairness, non-discrimination and equal opportunity, with decisions made based on merit, skill and performance.

The agreements affirm JK Tyre's compliance with all labour and human rights laws, including those preventing discrimination and harassment. They include prevention policies, complaint mechanisms and remediation procedures, with grievance redressal committees and Internal Complaints Committees (ICCs) addressing issues of discrimination and sexual harassment in line with the POSH Act, 2013.

Both management and employee representatives are responsible for maintaining a work environment free from bias and harassment, fostering inclusivity, cooperation and mutual respect. These commitments ensure that diversity, equity, and dignity are central to JK Tyre 's industrial relations framework.

Formal Employee Representation Bodies

JK Tyre has formal mechanisms to ensure continuous employee representation through recognised trade unions for employees covered under collective bargaining agreements (CBAs), providing a platform for dialogue and negotiation with management. In addition, various consultative and statutory committees facilitate employee participation, including:

» Safety Committees (per the Factories Act, 1948), with equal representation from workers and management, focused on identifying and controlling workplace risks

» Canteen committees overseeing food quality, hygiene, and welfare facilities

» Welfare and Benevolent Fund Committees managing employee welfare schemes and emergency assistance

» Cultural and Sports Committees promoting employee engagement, inclusion and morale

» Internal Complaints Committees (ICC) under the POSH framework, ensuring a safe and respectful workplace

Risk Related to Freedom of Association and Collective Bargaining

In FY 2024-25, the Company did not identify any risks concerning the right to freedom of association and collective bargaining in its operations or with its suppliers. Additionally, there are no identified risks at any of the Company's facilities that could lead to violations of workers' rights to exercise their freedom of association or collective bargaining.

JK Tyre has procedures in place to assess and monitor these risks on an ongoing basis, including through stakeholder engagement and third-party audits.

Working Conditions and Fair Compensation

The Company respects the right of personnel to a living wage and ensure that wages for a normal workweek always meet at least legal or industry minimum standards. In alignment with this, JK Tyre has a Living Wage Policy in place, ensuring that all employees are paid wages that support a decent standard of living. Government notifications showing the current minimum wages are displayed on notice boards continuously. All overtime is reimbursed at a premium rate as defined by national law.

The Company has established systems for two-way communication on working conditions through its Procedure for Freedom of Association and Right to Collective Bargaining, Corporate Ethics and Code of Conduct.

Employee Grievance Mechanisms

The Company has a structured grievance redressal mechanism for employees and workers, ensuring fair and timely resolution. Concerns can be raised with seniors, HR and department heads, with responses expected within 72 hours. If unresolved, the issue may be escalated to the Unit Head or President, with action proposed within two weeks. Confidentiality of the aggrieved party is strictly maintained throughout the process.

Additionally, JK Tyre has specific grievance mechanisms in place for various on to this, the Company has specific grievance mechanisms for different categories of employees which can be referred to the BRSR section of the Integrated Annual Report.

Protection Against Reprisals

Workers are protected against reprisals when raising grievances or concerns, ensuring they can speak up without fear of retaliation. The Company encourages employees to report unsafe conditions rather than suppress them. JK Tyre has clear guidelines and an open-door policy in place, allowing employees to approach their supervisor, unit head or the HR team directly in the event of any reprisals. Additionally, the Company has an ISO 45001 OHS Management System in place and are also SA8000 certified.

Family-friendly Programmes

JK Tyre provides various family-friendly programmes to support employee well-being and work-life balance, including Maternity leave provisions and healthcare coverage for employees and their families. The Company's Educational Scholarship Scheme for employee children further demonstrates its commitment to supporting employee families. Read more about the Company's Educational Scholarship Scheme on → Page 83 of the Integrated Annual Report 2024-25.

Anti-discrimination Stance

The Company pursues healthy human resource policies that are free from discrimination based on caste, religion or sex, promote meritocracy and uphold self-respect and human dignity to instil a sense of belonging within the Company.

Zero

Incidents of discrimination during FY 2024-25

Prevention of Sexual Harassment (POSH)

The Company prioritises the prevention of sexual harassment in the workplace. The Company has a formal policy in accordance with the Sexual Harassment of Women at the Workplace Act, 2013. JK Tyre has constituted an Internal Complaints Committee (ICC) to address women employees' complaints. The Company's Code of Conduct explicitly addresses sexual harassment at the workplace, and it conducts regular awareness programmes to maintain a harassment-free environment. Additionally, JK Tyre has a mechanism in place to ensure that no complainant faces adverse consequences for raising a concern. This is supported by structured training, clear reporting channels and a commitment to non-retaliation, ensuring that all employees feel safe and protected when reporting any incidents.

Zero

Complaints have been filed or are pending with the Internal Complaint Committee (POSH and Human Rights) during the reporting period

Ethics and Code of Conduct

In October 2024, JK Tyre launched its updated Corporate Ethics and Code of Conduct to reinforce its commitment to integrity and ethical behaviour. The Company conducted awareness sessions for all employees to ensure they understood the revised guidelines. These sessions have been crucial in promoting the Code's real-world application. The Company continues to emphasise these principles through regular discussions, maintaining a transparent and accountable work environment for everyone. JK Tyre provides comprehensive training on corporate ethics, which includes a specific focus on preventing corruption and bribery. JK Tyre's Code of Conduct covers:

- Anti-bribery and corruption
- Sexual harassment prevention
- Conflict of interest management
- Fair dealing and ethical business practices
- Protection of company assets
- Confidentiality and data protection
- Vigil mechanism/Whistleblower policy
- Equal opportunity employer
- Dignity & respect
- Human rights
- Performance & growth
- Conflicts of interest
- Insider trading
- Improper payments
- Antitrust laws and competitor's information
- Money laundering
- Intellectual property rights

100%

Employees are trained on the Company's zero-tolerance policy towards corruption and bribery

Policy on Conflicts of Interest for Employees

JK Tyre maintains the highest standards of professional conduct, ensuring that employees avoid situations where personal interests could conflict with the interests of the Company. JK Tyre's Corporate Ethics and Code of Conduct outlines that employees must disclose any potential or actual conflicts of interest to the appropriate authority.

Employees are prohibited from engaging in any business, relationship, or activity that might create a conflict with the Company's interests. They are also required to make full disclosures at the time of appointment regarding any potential conflicts related to family businesses or associations with competitors, suppliers or customers. Furthermore, employees must seek prior approval from the Business Head and HR Head if they intend to engage in any outside business activities.

Anti-bribery and Anti-corruption

JK Tyre acknowledges that corruption poses a significant operational risk that can impact its integrity and reputation. To address this issue, the Company has established strong internal controls and compliance policies, along with conducting regular audits to ensure adherence and mitigate corruption risks. The Company's risk assessment has not identified any significant risks related to corruption.

JK Tyre has a defined procedure for managing sensitive transactions such as gifts and travel, as outlined in its Corporate Ethics and Code of Conduct. All gifts and travel arrangements must be approved by the appropriate authority within the Company to ensure they do not create any conflicts of interest or violate company policies. The approval procedure ensures transparency and accountability, with employees required to disclose any gifts or travel that could potentially influence their business decisions or relationships. This ensures that all sensitive transactions are handled with integrity and in accordance with its ethical standards.

External Verification and Stakeholder Engagement

JK Tyre conducts external verification and stakeholder engagement as part of its SA 8000 certification process. This ensures that the Company's human rights and labour practices are independently validated and that stakeholder perspectives inform its continuous improvement.

Prevention of Retention of Employee ID Documents

JK Tyre enforces a strict non-retention policy for employee and contractor ID documents, in line with its Social Accountability Management System (SA 8000:2014) and Human Rights Policy. Originals are returned to the employee after verification during recruitment and onboarding, while copies required by law are securely stored with the employee's consent. Compliance is verified through regular audits, contractor checks, and worker interviews by the Social Performance Team (SPT).

Employee Freedom of Movement

JK Tyre ensures employees' freedom of movement and employment choice through its Corporate Ethics and Code of Conduct, which prohibits any form of coercion, confinement, or restriction. The Code upholds voluntary employment, respect and dignity at work, ensuring all individuals are treated fairly without intimidation.

JK Tyre explicitly forbids forced, bonded or involuntary labour, including the withholding of personal identification, financial deposits or movement restrictions within the Company's premises. Entry and exit procedures are governed by standard safety, attendance and security protocols.

Occupational Health and Safety

At JK Tyre, employee health and safety are paramount. The Company systematically monitors health and safety outcomes through various mechanisms to detect any deviations in its health and safety management system. The Company's comprehensive approach encompasses proactive prevention, reactive monitoring, continuous improvement and strong safety culture development.



Health and Safety Performance

0.24
Lost Time Injury Frequency Rate (LTIFR)

2
Lost Time Injuries (LTI)

0
Fatalities

Certifications and Awards

Management System Certifications

The Company's commitment to health and safety is validated through internationally recognised certifications:

- ISO 45001 Occupational Health and Safety Management System - All manufacturing units certified
- ISO 22000 Food Management System
- ISO 26000 Social Responsibility
- Social Accountability 8000

Awards and Recognition

The Company's excellence in health and safety has been recognised through prestigious awards:

- RoSPA UK Royal Charter of Safety and Prevention of Accidents
- BSC Sword of Honour
- Health & Safety Award from The Economic Times

Health and Safety Management System

JK Tyre's HSE Policy establishes its commitment to providing a safe and healthy workplace. The policy covers activities carried out by employees, contractors, sub-contractors and transporters, ensuring comprehensive coverage across its entire value chain. All operations and people inside the plant boundary are covered by the OHS management system.

All of the Company's manufacturing units are certified with ISO 45001. The system has been implemented based on recognised risk management and management system standards. The Company conducts structured safety audits in alignment with IS 14489 to ensure regulatory compliance, enhance operational discipline and foster a strong safety-first culture across all locations.

A compensatory package is provided in the event of death to employees and workers, ensuring financial support for their families.

- **Legal Compliance:** The implementation of the Company's OHSMS is in line with legal requirements such as the Factories Act and other applicable local regulations. JK Tyre also ensures compliance with ISO 45001, a globally recognised standard for health and safety management.
- **Risk Management Standards:** The Company's OHSMS has been implemented based on recognised risk management and management system standards, particularly ISO 45001, and includes guidelines for continuous improvement, risk assessments and employee involvement in safety practices.

Procedure for Employees to Report Health and Safety Concerns

At JK Tyre, employees have access to various channels for reporting health and safety concerns, including an online portal, direct reporting to supervisors, toolbox talks, safety committee meetings, Gemba (Safety Patrol), suggestion boxes and safety registers. All concerns are logged, investigated and addressed with corrective actions, with progress tracked and outcomes communicated. Confidentiality is upheld, and a strict non-retaliation policy is enforced to protect employees.

Mitigating Occupational Health and Safety Impacts

At JK Tyre, safety audits play a key role in its risk management and continuous improvement strategy. These audits ensure compliance, highlight improvement opportunities, and assess the effectiveness of the Company's safety systems. The Company's audit programme includes walk-through audits, inter-departmental audits, monthly theme-based audits, statutory inspections and third-party certification audits.

Workplace Safety Monitoring

The Company actively monitors employee exposure to noise through a comprehensive approach, ensuring that noise levels remain within safe limits:

- **Noise Monitoring and Control:** At JK Tyre, employee noise exposure is managed through a structured and multi-layered approach that includes quarterly noise mapping studies conducted by accredited third parties.

The Company's in-house EHS team also regularly monitors noise levels across all plant zones.

- **Risk Management:** Noise has been identified as a potential hazard through the Company's Hazard Identification & Risk Assessment (HIRA) process. JK Tyre applies controls following the hierarchy of controls, including:
  - **Substitution:** Replacing outdated machinery with quieter models
  - **Engineering Controls:** Installing acoustic enclosures, silencers and vibration-damping systems
  - **Administrative Controls:** Implementing job rotation and restricting exposure times (also include regular inhouse monitoring)
  - **Personal Protective Equipment (PPE):** Providing certified ear protection to employees exposed to higher noise levels
- **Preventive Maintenance:** The Company's predictive and preventive maintenance programme uses machine-mounted sensors to track noise and vibration, triggering corrective actions when thresholds are exceeded. Regular scheduled overhauls are conducted to reduce noise at the source.
- **Employee Feedback and Continuous Improvement:** Employee feedback is collected through safety patrols, Gemba walks, risk registers and suggestion schemes. All audit observations — whether internal or from external agencies — are tracked to closure, ensuring continuous improvement and compliance with statutory noise standards.

Reactive Monitoring

The Company concentrates on reactive monitoring through documentation and analysis. This data informs ongoing improvement efforts and helps pinpoint systemic issues that need intervention.

- Near-miss incidents
- Illness cases (occupational and non-occupational)
- Injuries (minor and major)
- Reportable and non-reportable accidents

Feedback and Continuous Improvement

Feedback received as part of risk assessment, suggestions from employees, investigation process outcomes, BBS observations and audit findings are recorded and monitored as part of continual improvement. Reviewing the number of accidents is the priority agenda item for the top management's review, ensuring executive-level accountability for safety performance.

Hazard Identification and Risk Assessment (HIRA)

At JK Tyre, health and safety risk assessments are conducted in line with ISO 45001 certification, identifying work-related hazards and assessing risks on routine and non-routine bases, applying the hierarchy of controls to eliminate hazards and minimise risks.

JK Tyre follows a structured process to investigate all work-related incidents, near-misses and unsafe conditions. Each incident is reported immediately, recorded in the site register, and investigated using methods such as the 5-Why analysis and Hazard Identification and Risk Assessment (HIRA) review to determine root causes. Corrective and preventive actions are determined through the Hierarchy of Controls, elimination, substitution, engineering, administrative and PPE controls, to prevent recurrence. Findings are verified for effectiveness through follow-up inspections and safety audits. Lessons learned are shared across units and integrated into training, SOPs and risk registers.

The quality of the risk assessment process is ensured through competency requirements for those carrying out assessments, standardised tools, regular reviews, and integration with operational planning. These investigations address immediate risks and drive continual improvement in JK Tyre's Occupational Health and Safety Management System by enhancing hazard identification, risk mitigation and employee awareness across all operations.

Hazard Elimination and Risk Minimisation

At JK Tyre, risk management is driven by a structured and continuous process based on the hierarchy of controls.

Hazard Identification & Risk Assessment (HIRA)	Audits and Reviews	Workplace Monitoring	Corrective and Preventive Action	Continuous Improvement
Risks are identified with higher RPN (Risk Priority Number), controls are applied prioritising effectiveness — elimination, substitution, engineering controls, administrative measures, and PPE — to reduce them to acceptable levels. HIRAs are updated whenever there is a process change, machine installation, or technology upgrade.	Internal safety audits are conducted at defined intervals, supplemented by third-party external audits. Any observations are addressed on a priority basis with defined timelines and tracked to closure. Progress is regularly reviewed by both plant-level safety teams and the corporate EHS function.	Safety patrols, safety rounds, and Gemba walks are conducted frequently to proactively identify hazards. In addition, a risk register is maintained where employees can log hazards they observe, ensuring workforce participation in risk control.	All identified risks and hazards are assigned ownership, corrective measures and closure deadlines, monitored until completion.	The system ensures that hazard control is not a one-time exercise but a multi-faceted, ongoing process that evolves with operational changes, ensuring risks remain at the minimum practicable level.

Worker Participation Forums

Safety committee meetings provide structured forums for worker participation in health and safety management. Feedback received from risk assessments, suggestions, investigation processes, and audit outcomes is recorded and monitored as part of continual improvement.

Occupational Health Services

JK Tyre operates fully equipped 24x7 occupational health centres (OHCs) at all plant locations, staffed with qualified professionals. These OHCs are furnished with the required medical equipment in compliance with Factories Act norms, ensuring prompt medical response in case of any health emergencies.

- Qualified doctors with Associate Fellowship in Industrial Health (AFIH) degrees
- Qualified male and female nurses
- Ambulance drivers with valid licenses

Scope of Healthcare Services

Occupational Health Services

- Pre-employment medical assessments
- Periodical medical examinations (100% coverage annually for all employees, including contract workers)
- Work-related injury treatment and management
- Occupational disease surveillance
- Fitness-for-duty assessments
- Return-to-work medical clearances

100%

Yearly health check-up personnel, including contract workers, per statutory norms

Non-Occupational Healthcare

JK Tyre facilitates workers' access to non-occupational medical and healthcare services. At the Company's Occupational Health Centres, it also treats non-occupational illness cases like fever, cold and tooth pain, and provide them with first aid and necessary medical care under appropriate medical advice.

Health Promotion Programmes

JK Tyre offers voluntary health promotion services and programmes to address major non-work-related health risks:

- **Annual Health Check-ups:** Comprehensive health screening for all employees, including contract workers, covering cardiovascular health, metabolic parameters, cancer screening and lifestyle disease markers
- **Blood Donation Drives:** Regular blood donation camps promote community health and employee altruism
- **Yoga Day Celebrations:** Annual yoga sessions promoting physical and mental wellness
- **Enhanced Insurance Benefits:** Comprehensive health insurance coverage for employees and their families

Training on Occupational Health and Safety

All employees complete mandatory safety and ergonomic training during onboarding through the Company'x Dojo programme, with regular refresher sessions and monitoring by shop floor managers.

100%

Workers are covered by training on health and safety measures

On-the-job Training

The Company provides on-the-job safety training, including 'Know Your Machine 'sessions at the shop floor level, ensuring that workers understand the specific hazards and safety requirements of their equipment and processes.

One-point Lessons

JK Tyre enhances awareness with one-point lessons displayed at workstations, providing quick reference guides on critical safety procedures and practices.

Contractor Training

Contract workers receive the same health and safety training as permanent employees. Per the HSE Policy, contract workers are covered under HSE practices, including mandatory training before beginning work and ongoing safety refreshers.

Prevention of Repetitive Strain Injuries

JK Tyre takes proactive steps to minimise the risk of repetitive strain injuries (RSI) through systematic risk assessments and ergonomic improvements:

- **Risk Assessment and Mitigation:** JK Tyre regularly conducts Hazard Identification & Risk Assessments (HIRA) to identify potential risks of RSI and implement controls to minimise these risks to acceptable levels.
- **Ergonomic Studies:** JK Tyre performs ergonomic assessments using tools like REBA (Rapid Entire Body Assessment) and RULA (Rapid Upper Limb Assessment) to analyse workstation ergonomics. Based on these studies, the Company implements corrective actions to reduce physical strain.
- **Continuous Improvement (Kaizen):** Kaizen initiatives are used to improve workstation design and reduce ergonomic risk scores, fostering a culture of ongoing improvement.
- **Job Rotation and Rest Breaks:** To reduce the physical impact of repetitive tasks, JK Tyre implements job rotation and encourage regular breaks with stretching exercises to alleviate muscle strain.

Counselling Services

The Company actively addresses mental well-being and stress management at its plants. JK Tyre offers confidential one-on-one counselling sessions available to any employee in need. This initiative supports emotional wellness and fosters a healthy, supportive work environment. Employees can access counselling services without disclosure to management, ensuring privacy and encouraging help-seeking behaviour.

Safety Excellence and Continuous Improvement

JK Tyre's safety programme blends recognition, worker-led governance and behaviour-focused interventions to drive measurable improvements.

- **Kaizen Awards:** Recognising safety excellence and promoting innovative safety improvements
- **Safety Committee:** Regular meetings with worker representation to review performance, incidents and safety improvements
- **Behaviour-based Safety (BBS):** Focused on improving at-risk behaviours through positive reinforcement, peer observation and coaching

Emergency Preparedness

The Company maintains comprehensive Emergency Response Procedures covering all potential emergency scenarios, including fires, chemical spills, medical emergencies, natural disasters and security incidents. JK Tyre has onsite emergency response plans that are approved by the DISH (Directorate of Industrial Safety and Health) officer across all its sites. These plans are regularly tested through mock drills conducted at regular intervals, ensuring readiness for each defined emergency scenario.

Incident Reporting and Investigation

JK Tyre has established procedures for Incident Reporting and Investigation. All incidents, near misses, and unsafe conditions are reported through multiple channels, including near-miss reporting systems, supervisor notification, safety committee reporting, and direct HSE team contact. Investigations follow root cause analysis methodology to identify systemic issues and prevent recurrence.

Promoting Road Safety Awareness

Beyond workplace safety, JK Tyre is committed to promoting safer roads and responsible driving habits. The Company's initiatives aim to raise awareness and reduce road accidents, contributing to a culture of safety and responsible driving practices nationwide. Together, JK Tyre strives to ensure that every journey is a safe one. For more details, readers can refer to the BRSR section of the Integrated Annual Report.



Minister of Parliamentary Affairs and Minority Affairs Shri Kiren Rijiju, with Anshuman Singhania at the JK Tyre Constitution Club of India Parliamentarian's Car Rally for Road Safety

Employee Engagement

At JK Tyre, employee engagement is a priority. The Company measurers engagement through its biannual Employee Engagement Dipstick Survey, which helps identify strengths, areas for improvement and overall employee experience.



In October 2024, the Company's employee engagement score was 78, rising to 79 by June 2025, reflecting steady progress.

JK Tyre ensures that feedback leads to action through the following process:

- **Feedback Analysis:** Survey results are reviewed, and online discussions are held to validate insights and understand key areas
- **Action Planning:** HR develops targeted action plans with clear responsibilities and timelines based on survey feedback
- **Communication and Accountability:** Action plans are shared across departments to ensure transparency and collective responsibility
- **Continuous Improvement:** Progress is tracked, and updates are communicated to reinforce trust and demonstrate responsiveness

Great Place to Work (GPTW)

JK Tyre has been re-certified as a Great Place to Work by the Great Place to Work Institute, India, recognising the trust, pride and camaraderie that define its work environment. This marks the Company's **4th** consecutive recognition, reflecting its commitment to fostering a strong sense of togetherness and a culture that aligns JK Tyre's people, processes and purpose.

Labour Relations and Employee Engagement

JK Tyre fosters a collaborative approach to labour relations, grounded in mutual respect, fairness and open communication. The Company's industrial harmony is guided by collective bargaining agreements (CBAs) with recognised unions, outlining the rights and responsibilities of management and unions. These agreements ensure fair labour practices, equitable treatment and lawful grievance resolution.

CBAs also promote joint efforts to improve productivity, safety and employee welfare.

Statutory and voluntary committees, such as Safety and Cultural Committees, support structured employee participation. Grievances are addressed through a multi-tier system in coordination with employee representatives.

JK Tyre engages constructively with its workforce through consultative meetings and welfare initiatives, with settlements emphasising peaceful dispute resolution and prohibiting strikes. This approach ensures a culture of mutual respect and stable industrial relations.



Leader's Day Out	Chairman's Cup for Quality Control Circle	Champion's Cup Award
The Leader's Day Out initiative engaged nearly 400 employees in stress-reducing activities that enhanced team bonding. Through interactive sessions and collaborative exercises, it aimed to foster trust, communication and camaraderie, improving overall teamwork. This initiative demonstrates the Company's understanding that effective teamwork requires relationship-building opportunities outside the pressures of daily work. The Programme contributes to: » Reduced workplace stress » Improved cross-functional relationships » Enhanced communication » Stronger organisational culture	After the success of the first Chairman's Cup for QCC, the second edition was held in December 2024. This initiative has inspired the Company's employees by fostering engagement and innovation. The dedication of participants raised the standard for collaboration within the organisation. Quality Control Circles empower frontline employees to identify problems, develop solutions, and implement improvements. The Chairman's Cup provides visibility and recognition for these grassroots innovation efforts.	JK Tyre introduced the Champion's Cup Award for the Best Improvement-Innovative Project by MCS (Management Cadre Staff), with the first event taking place in November 2024. This complements the Chairman's Cup by recognising innovative contributions from management levels.

Training and Development

JK Tyre lays a keen emphasis on training and development to attract, retain and nurture talent. The Company takes pride in fostering a learning culture that engages employees from their very first day, ensuring continuous growth and development throughout their journey.

Competency Framework

The talent management process relies on a well-defined competency framework that is singular across all J.K. Organisation businesses and groups. This unified approach ensures consistency in talent assessment and development across the Company's diverse operations.

The framework starts with an assessment development centre module, categorised by job levels, to identify and upskill talent.

32%
Management Cadre (MC) are engineers

21.5%
MCs hold management degrees

>5
Person-days of training for MCs

Singular competency framework for all the JKO businesses and groups

7
Competencies

4
Proficiency levels



Training and Development Programmes

JK Tyre invested over ₹ 1 crore to train and improve the skills of employees during the reporting period. This substantial investment demonstrates its commitment to workforce capability development as a strategic priority. JK Tyre does not currently offer formal transition assistance programmes for retirement or termination of employment.

Employee training on Corporate Ethics and Code of Conduct is a key initiative at JK Tyre, focusing on promoting ethical behaviour and upholding the Company's values. The training covers various aspects, including anti-corruption practices, conflicts of interest, confidentiality, fair business practices and compliance with legal and regulatory standards.

100%
Employees are covered under training on Corporate Ethics and Code of Conduct

100%
Security personnel received formal training in the organisation's human rights policies and specific procedures and their application to security from FY 2022-23 to FY 2024-25

100%
Employees trained on discrimination and harassment

5+
Hours of training per employee in FY 2024-25

2+
Hours of training per worker in FY 2024-25

Performance and Career Development Reviews

Details of performance and career development reviews of employees and workers are documented and tracked systematically. Regular reviews ensure that performance feedback is timely, constructive, and linked to development opportunities. This systematic approach ensures fairness, transparency and alignment between individual performance and organisational needs.

96.88%
Employees receive regular performance and career development reviews

Performance Management and Appraisal System

The Company has a Performance Management System (PMS) in place, where each employee's MPCP (Management Performance and Career Plan) is defined with specific targets for the year. At year-end, employee performance is assessed in collaboration with the reporting manager and HR. Based on this assessment, appraisals are conducted.

Career Development and Internal Mobility

Internal Job Posting

To promote internal mobility, the Company has an Internal Job Posting (IJP) mechanism in place, prioritising in-house talent. The Company regularly shares IJP opportunities through various communication channels, such as e-mails and flyers, to keep employees informed.

Individual Development and Career Planning

To effectively manage individual development and career plans, JK Tyre conducts structured discussions between employees and their Heads of Department (HOD) to identify strengths, aspirations and skill gaps. These discussions are aligned with the organisation's future talent needs. JK Tyre creates Individual Development Plans (IDP) for identified talent, which include learning opportunities, stretch assignments and mentorship. Regular reviews of progress, feedback and updates to the plan ensure it remains relevant and motivating. Additionally, the top management annually reviews the talent pool and succession planning to ensure readiness.

Career Pathways

The Company's approach to career development offers multiple pathways for growth. It provides structured career pathways that offer clear progression opportunities within technical, managerial and cross-functional tracks. Job rotation is encouraged to broaden skills and perspectives, preparing employees for senior roles that require a comprehensive understanding of the organisation. Additionally,



Scholarships being given to employee wards

JK Tyre offers challenging work assignments that stretch employees' capabilities and accelerate their development, providing 'in-seat' development opportunities. This multi-pronged approach ensures that talented employees can grow within the organisation, reducing the need to seek opportunities elsewhere.

Specialised Development Programmes

JK Tyre sponsors high-potential employees for advanced education programmes to enhance their skills. In partnership with JK Lakshmipat University, the Company offers a two-year MBA in Digital Product Management at The Hari Shankar School of Business, focusing on digital and analytics to address the evolving needs of the industry.

Labour/Management Relations

JK Tyre ensures 30 days' notice before implementing significant changes to employee roles, locations or working conditions. For organisations with collective bargaining agreements, notice periods and provisions for consultation and negotiation are clearly defined, ensuring fair treatment during transitions.

For employees covered under collective bargaining agreements (CBAs), JK Tyre ensures that all aspects of employment, including wages, working conditions and welfare measures, are governed through mutual consultation and negotiation with recognised employee representatives. The CBAs establish a framework for constructive dialogue and peaceful dispute resolution, requiring management and unions to resolve matters amicably through discussion rather than confrontation. These collective agreements also prohibit strikes or work stoppages during their validity, reinforcing a culture of consultation, transparency and stable industrial relations across the organisation.

Diversity and Inclusion

JK Tyre is committed to promoting gender diversity and fostering an inclusive work environment where all employees feel valued and empowered. The Company pursues healthy human resource policies that are free from discrimination based on caste, religion or sex, promote meritocracy and uphold self-respect and human dignity to instil a sense of belonging within the Company. The Company's current workforce composition reflects ongoing efforts to increase diversity across all employee categories. The distribution shows healthy age diversity, ensuring a blend of youthful energy, experienced professionals and senior wisdom.



Team JK Tornel

JK Tyre actively supports the development and mentorship of women employees through various training programmes and seminars. Additionally, company-wide sports championships are organised to encourage team spirit and physical well-being among diverse set of employees.

To ensure a safe and equitable environment, JK Tyre provides POSH (Prevention of Sexual Harassment) training regularly, educating employees on how to identify, report and prevent sexual harassment.

Policies And Actions To Prevent Workplace Harassment

The Company enforces a zero-tolerance policy on all forms of workplace harassment under its Code of Conduct and in line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. An Internal Complaints Committee (ICC) is constituted to receive and investigate complaints, regular awareness training, clear reporting channels and prompt disciplinary measures support prevention. There were zero complaints pending/filed per the Company's ICC records.

Prevention Of Discrimination In Recruitment

Recruitment and hiring decisions are based solely on merit, qualifications and business needs. The Company prohibits discrimination on grounds such as gender, caste, religion, age, disability or marital status, applies transparent evaluation procedures, maintains documented records and provides periodic training to hiring managers to embed fair and unbiased practices. The Company also promotes diversity and inclusion, ensuring fair representation and providing a safe, respectful environment for all employees. Awareness of these principles is reinforced among managers and hiring teams through the Code of Conduct and periodic training, embedding non-discrimination and equal opportunity into the Company's people practices.

Grievance Mechanism For Discrimination And Harassment

The Company has established a comprehensive grievance mechanism to address concerns related to discrimination, harassment, and workplace misconduct. Guided by its Corporate Ethics and Code of Conduct and the SA 8000:2014 Social Accountability framework, this mechanism ensures confidentiality, impartiality, and accessibility. Employees can raise complaints through HR, designated grievance officers, or the Social Performance Team, and are assured that no adverse action will be taken against them for reporting concerns in good faith. All complaints are thoroughly investigated, and outcomes are communicated transparently. Corrective and preventive actions are taken wherever necessary, and periodic reviews ensure the effectiveness of the Company's grievance mechanism. This system reinforces JK Tyre's commitment to a safe, inclusive and discrimination-free workplace.

Promoting Gender Diversity

JK Tyre is committed to promoting gender diversity and an inclusive workplace by prioritising diverse campus recruitment and building a workforce of varied perspectives that empowers every employee. The Company is focused on continuously increasing its women talent across manufacturing functions. At the VikrantTyre Plant (VTP) in Mysuru, JK Tyre has pioneered an all-women chemical sealing function in the Banbury department and expanded this initiative to other roles, with 30 women actively working in the second shift. This groundbreaking initiative demonstrates that women can excel in technical production roles.

70%
Female Management trainee hires in FY 2024-25 batch

5%
Targeted female workforce in employee category by the end of FY 2027-28

Local Communities and Social Responsibility

For over 40 years, JK Tyre has established trust-based partnerships that generate value for communities, partners and customers. The Company's commitment to collaboration and innovation has been key to delivering transformative solutions that address critical societal challenges while meeting industry needs. JK Tyre recognise that its long-term success is intrinsically linked to the well-being and prosperity of the communities in which the Company operates.

Employee Engagement in CSR

JK Tyre's employees actively support CSR through volunteering in technical training, health camps, environmental drives and education. In FY 2024–25, 3,800 employees volunteered, strengthening community ties, boosting programme impact and employee fulfilment — and generating insights that can inform product and service innovation.

Community Grievance Redressal Mechanism

The Company maintains formal mechanisms to receive and redress community grievances. Local community meetings are held regularly, and grievance registers are placed at facility gates to enable residents to record concerns directly. Grievances are reviewed continuously, logged in a centralised system, investigated promptly and resolved or escalated as required. The process includes acknowledgement to the complainant, clear timelines for action and periodic reporting to management to ensure transparency and timely closure.

₹1015.22 lakh
Spent on CSR during FY 2024-25

1,25,544
Lives impacted through CSR activities

Zero
Incidents of violations involving the rights of indigenous peoples during the reporting period



Corporate Social Responsibility at JK Tyre

SDGs → **Company Vision/Mission** → **Business sustainability** → **Local needs/Social licence**

CSR Framework at JK Tyre

Livelihood
- Skill building
- Livestock development
- Agriculture improvement
- SHG promotion

Health
- Health and eye care
- Sanitation
- HIV/AIDS prevention

Water
- Water conservation
- Plantation/ Wasteland development

Education
- School support
- ITI adoption
- Adult literacy
- Road safety

Strategy

- CSR Linkage with the Company's Vision, Mission, and SDGs
- Identification of Stakeholders
- Implementation of CSR Programmes
- Measurement of Social Performance
- Partnering to Enhance Outreach and Project Sustainability
- Review and Conduct Social Impact Assessments

Focus Areas of CSR Activities*

Aajivika Sarthi (Livelihood Enhancement)
- Livestock development
- Agriculture improvement
- Self-help groups
- Income generation activities/training

₹109.87 lakh
Expenditure

45,335
Beneficiaries

Arogya Sarthi (Healthcare)
- Healthcare for the economically disadvantaged and marginalised people
- Sanitation
- HIV/AIDS prevention
- Drinking water

₹222.48 lakh
Expenditure

28,672
Beneficiaries

Jal-Vayu Sarthi (Environment and Water)
- Water conservation
- Plantation
- Green area development

₹202.45 lakh
Expenditure

15,829
Beneficiaries

Shiksha Sarthi (Supporting Education)
- Support to schools
- Skill development and entrepreneurship development
- ITI adoption
- Scholarships

₹338.07 lakh
Expenditure

30,887
Beneficiaries

*For details on the Company's CSR activities, please refer to → Page 96-102 of the Integrated Annual Report 2024-25.

Process

Material Topics

- Energy
- Emissions
- Water
- Waste management
- Compliance
- Supply chain mechanism
- Procurement practices
- Resource conservation
- Innovation

Relevance to Stakeholders

- Employees
- Customers
- Community
- Value Chain Partners
- Statutory & Regulatory Bodies

Alignment to UN SDGs

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Green Manufacturing

At JK Tyre, sustainability is not merely a goal, it is embedded in its DNA, guiding every facet of the Company's operations. As JK Tyre transitions towards a future where environmental stewardship is paramount, the Company's green manufacturing initiatives stand as a testament towards its commitment to a sustainable tomorrow.

Energy Efficiency and Water Conservation in Manufacturing

Energy conservation is central to JK Tyre's manufacturing strategy. The Company has optimised energy use with technologies like VFDs and aim to evolve further by exploring new methods to cut its carbon footprint, increase renewable energy use and adopt sustainable production practices.

Water is vital in the Company's processes. Using zero liquid discharge (ZLD) across all plants, JK Tyre treats and reuses water, eliminating wastewater. The Company plans to enhance water management with advanced technologies to improve efficiency and reduce environmental impact, ensuring resource sustainability for future generations.

Sustainable Mobility

The automotive industry is transforming with the rise of electric vehicles (EVs) and digital technologies, and JK Tyre is playing a pivotal role in this shift. In collaboration with EKA Mobility, JK Tyre is developing EV tyres with Treel sensors for real-time tyre health monitoring. Additionally, its partnership with Vertelo focuses on bespoke tyre designs specifically for electric drivetrains.

JK Tyre's Smart Tyre ecosystem, powered by Treel Mobility, integrates advanced Tyre Pressure Monitoring Systems (TPMS), IoT connectivity, and analytics to deliver continuous performance insights and predictive maintenance. In FY 2024–25, smart tyre adoption rose by 36% through partnerships with OEMs like Ather, Bosch, and BEML.

Looking ahead, JK Tyre plans to enhance its EV tyre development and telematics capabilities, expand its product lines, and deepen partnerships to ensure its tyre solutions lead the way in sustainable transportation.

Sustainable Sourcing

JK Tyre's commitment to sustainability goes beyond manufacturing to include its supply chain. With ISO 20400 certification, the company focuses on sustainable procurement by sourcing alternative materials and reducing reliance on crude-based components to lessen its environmental impact.

Through Project INROAD, a collaboration with ATMA and the Rubber Board of India, JK Tyre is expanding natural rubber plantations in Northeast India and West Bengal. This initiative aims to decrease imports and improve the livelihoods of rural farmers, backed by over ₹1,000 crores in industry investment, covering 1.25 lakh hectares and supporting over 1.4 lakh farmers.

Looking ahead, JK Tyre plans to enhance its sourcing practices by prioritising sustainable raw materials and driving innovation to further its sustainability goals while creating eco-friendly products for customers.

100%
Materials sourced sustainably

4.55%
Recycled materials used out of total raw materials

Use of Eco-Friendly and Bio-Based Input Materials

JK Tyre uses 4.55% recycled material in its total raw materials. The Company is actively pursuing alternatives to reduce dependence on crude-based components, which make up 60-70% of tyre costs. Trials for bio-sourced synthetic rubber are underway, though costs remain 25-30% higher. Additionally, the Company is exploring advanced materials like graphene and carbon nanotubes, while working on initiatives such as tyre recycling and retreading to achieve 6-8% recycled content by 2030. JK Tyre's R&D division is focused on reducing environmental impact through bio-sourced materials and advanced testing to exceed global regulations.

Green Products

JK Tyre continues to redefine the future of tyres through innovation that balances performance and environmental responsibility. The Company's R&D teams are developing tyres with sustainable and bio-based materials, lightweight compounds, and low rolling resistance designs that enhance fuel efficiency and reduce emissions.

During FY 2024–25, JK Tyre became India's first tyre manufacturer to receive ISCC PLUS certification for its Chennai facility, a milestone in responsible manufacturing and material traceability. Its expanding range of EV-ready and Smart Tyres embodies the Company's pursuit of greener mobility through intelligent design and energy efficiency.

With a 48.32% reduction in GHG emission intensity (Scope 1 and 2) since the FY 2017-18 levels and % renewable power usage, JK Tyre continues to progress toward its RE100 commitment and Net Zero 2050 goal. The Company's approach to product innovation ensures that every tyre contributes to a cleaner and more sustainable future.

Retreading

Circularity lies at the heart of JK Tyre's sustainability approach. Through retreading, the Company extends the life of tyres, conserves resources and reduces waste generation, delivering environmental and economic value. Retreading helps lower raw material usage, reduces landfill impact and enhances lifecycle efficiency while offering cost-effective solutions for fleet operators.

JK Tyre operates India's first solar-powered Retread Centre, reinforcing its leadership in sustainable industrial practices.

The initiative ensures that resource efficiency and waste reduction are integral to every stage of operations. Each retreaded tyre thus represents tangible progress toward a circular economy.

Consumer Education

Sustainability at JK Tyre extends beyond just their products; it also focuses on educating and informing consumers.

The company actively promotes road safety and responsible driving through national campaigns, including the JK Tyre-Constitution Club of India Car Rally for Parliamentarians. Additionally, they collaborate with the Delhi Traffic Police during Road Safety Month.

JK Tyre promotes awareness of tyre maintenance, air pressure monitoring, and eco-friendly driving practices through workshops, awareness drives, and digital campaigns. Its brand stores, service centres, and dealer network serve as vital points of contact to encourage a culture of responsibility and care among consumers.

By promoting behavioural change and raising collective awareness, JK Tyre seeks to turn every road journey into a step towards a safer and more sustainable world.

750+
Steel Wheels brand shops

100+
Truck Wheels brand shops

Setting Benchmarks in Environmental Responsibility

JK Tyre is committed to sustainability through its ESG vision, aligned with the Science Based Targets initiative and the RE100 goal of 100% renewable electricity by 2050. The company has achieved a 48.32% reduction in GHG emission intensity (Scope 1 and 2) since FY 2017–18. These efforts reflect JK Tyre's belief that sustainability is both a strategic advantage and a moral imperative, as it aims to set new standards for the Indian tyre industry.

Sustainable Product Development

Innovation fuels the Company's sustainability efforts. The UX Royale Green tyre, made from 80% sustainable materials, meets high-performance standards and reduces the carbon footprint. It utilises ISCC Plus-certified, responsibly sourced raw materials. The Company is committed to advancing sustainable innovation through new materials and production methods, with ongoing research into graphene and carbon nanotubes to minimise environmental impact while ensuring top performance and durability.



Sustainable Supply Chain

JK Tyre's supply chain strategy integrates operational excellence with environmental stewardship. The Company has transformed its procurement approach to align with global sustainability standards while maintaining agility in an increasingly complex market environment, positioning it as pioneers in responsible sourcing within the Indian tyre industry.

Supplier Code of Conduct

JK Tyre's Supplier Code of Conduct is implemented through a dedicated Strategic Sourcing team that ensures all suppliers adhere to the code. Additionally, the Company requires senior management from each supplier to submit an undertaking, confirming their commitment to the terms outlined in the code. The CoC covers human rights, ethics, integrity, governance, environment, quality and various ESG parameters as a part of business agreement, which every supplier must adhere to.

Implementation of Supplier CoC

A dedicated Strategic Sourcing Cell at the central level ensures that all suppliers adhere to the Company's Supplier Code of Conduct (SCoC). The Company also obtains an undertaking from all suppliers, signed by their senior management, confirming their compliance with the SCoC.

Sustainability Risk Analysis for Suppliers

JK Tyre conducts sustainability risk assessments on its suppliers through a defined ESG framework. This includes framework like JK Tyre Supplier Excellence Index policies like the Supplier Code of Conduct, Sustainable Procurement Policy and Sustainable Natural Rubber Procurement Policy, which guide the entire process.

Risk analysis is part of the Company's internal Enterprise Risk Management (ERM) process, with procurement teams assessing risks in collaboration with sustainability and R&D teams. JK Tyre uses various tools, including the WRI Aqueduct for water risk assessment and climate risk models for evaluating environmental impacts, and then prepare mitigation strategies accordingly.

ISO 20400

Certification reaffirms the Company's commitment to responsible procurement

Strategic Sourcing

The Company has strengthened supply chain resilience through strategic diversification and localisation. Currently, 17% of its input materials are sourced directly from MSMEs, while 69% come from Indian suppliers. In addition, collaborated with suppliers to measure and reduce indirect emissions arising from procurement and logistics activities.

Supplier Engagement and Development

JK Tyre's supplier relationships extend beyond transactions to collaborative partnerships focused on shared growth and sustainability objectives.

Supplier Audits for Social and Environmental Compliance

The Company has defined the JK Tyre Supplier Excellence Index assessment, which evaluates suppliers on ESG and other key parameters. Suppliers submit a self-assessment through its digital portal, which is then reviewed by the JK Tyre team based on the uploaded evidence. Following this, a third-party on-site audit is conducted to ensure compliance with its sustainability standards and other relevant criteria.

Supplier Diversity Programme

JK Tyre is committed to fostering an inclusive value chain by empowering suppliers from diverse backgrounds, including natural rubber farmers, small-scale producers, and MSMEs. The company promotes equitable access to opportunities, strengthens local economies, and aligns with its ESG framework. In partnership with the Quality Council of India (QCI), JK Tyre offers training programmes to help suppliers adopt lean manufacturing practices, boosting productivity, quality, and competitiveness.

Training and Capability Building of Suppliers

JJK Tyre provides suppliers with general awareness training on sustainable procurement, covering sustainability integration, technical documentation and ISO certifications, promoting fair, transparent and improved supplier practices.

The Company has also intensified engagement with farmers in Assam, Tripura and Tamil Nadu through meetings and awareness programmes, including joint sessions with senior management to strengthen the raw material supply chain and support agricultural livelihoods.

The Company's structured programmes enhance supplier quality and operational efficiency:

- RSS4 grader and tapping training in the Northeast region
- Sheet processing and quality enhancement sessions across Tripura locations
- Hands-on training at vendor facilities in collaboration with technology partners
- Knowledge-sharing webinars by QMS and sustainability teams covering ESG frameworks, self-certification processes and sustainable raw materials

1,040

Person-hours of training of buyers on sustainable procurement

100%

Suppliers training coverage on ESG, Quality, Safety, and Delivery

100%

Targeted suppliers involved in capacity building on ESG

Promoting Sustainable Procurement

We take several steps to promote sustainable procurement practices across its supply chain. These include regular audits, handholding suppliers through their sustainability journey, and conducting webinars and training sessions to raise awareness, answer queries, and resolve issues. These initiatives ensure that its suppliers are better equipped to meet sustainability standards and contribute positively to the overall supply chain.

100%

Targeted suppliers have contracts that include clauses on environmental, labour and human rights requirements

81+

Targeted suppliers have signed the sustainable procurement charter/supplier code of conduct

Project INROAD: To Promote Sustainable Farming

Through Project INROAD, JK Tyre collaborates with the Rubber Board and other industries to uplift smallholder rubber farmers in the Northeast and West Bengal, focusing on sustainable rubber cultivation and livelihood improvement.



Procurement Policy and Supplier Engagement

At JK Tyre, procurement decisions are made based on parameters like quality, cost, and delivery to ensure equal opportunities for all suppliers. The Company focuses on developing suppliers through awareness campaigns, training programmes and skill development workshops to strengthen its supply chain. For further details on worker voice surveys, other advanced supplier monitoring practices and continuous engagement refer to → Page 91 of the Integrated Annual Report 2024-25.

The Company has a grievance policy that is shared with all suppliers, including external stakeholders and upstream value chain partners.

80%+
Targeted suppliers signed Sustainable Procurement Policy

Supplier Assessment and Screening

Environmental and Social Screening Performance

Parameter	FY 2025	FY 2024	FY 2023
Number of suppliers assessed for environmental and social impacts	70	70	70
Number of suppliers identified as having significant actual and potential negative impact	0	0	0
Significant actual and potential negative environmental and social impacts identified in the supply chain	0	0	0
Percentage of suppliers identified as having significant actual and potential negative environmental and social impacts, following with which relationships were terminated as a result of assessment and why	0%	0%	0%
Location of the supplier who have significant actual and potential negative environmental and social impacts	Not applicable	Not applicable	Not applicable

New Suppliers Screened Using Environmental and Social Criteria

Parameter	FY 2025	FY 2024	FY 2023
Number of new suppliers that were screened using environmental and social criteria	52	55	62
Total number of suppliers	200	204	202
Areas in which the environmental and social score was low during the supply chain	No suppliers were found who had a low score		
Any action taken to rectify the same by the supplier	Not applicable		
Percentage of new suppliers that were screened using environmental and social criteria	100%	100%	100%
Any exceptions of suppliers being onboarded despite ESG criteria not matching	0	0	0

Supplier Survey Satisfaction Scores

FY 2022-23	FY 2023-24	FY 2024-25
97%	98%	97%

Recognition and Performance-Based Incentives

High-performing suppliers are integral to JK Tyre's operational success and sustainability goals. The Company's framework balances rewards for excellence with support for improvement.

Incentives for High Performers

Suppliers achieving higher overall ratings, particularly in sustainability metrics, receive:

- Preferential sourcing decisions – Reduced operational risk alignment with long-term strategy
- Joint improvement and R&D projects – Fostering innovation and capability building
- Comparative score feedback – Benchmarking tools for competitive positioning

Supporting Continuous Improvement

For Suppliers Below Grade B (<89 marks)

- Submit structured improvement plans or corrective and preventive action (CAPA)
- Restricted from further procurement until performance improves

For Lower-rated Suppliers

JK Tyre embraces them as partners in mutual improvement by:

- Understanding ESG gaps through collaborative assessment
- Guiding disclosure and compliance efforts
- Supporting participation in training and awareness programmes

Access-Based Procurement Policy

Suppliers with higher ratings are prioritised for:

- Future procurement opportunities
- Participation in new projects
- Strategic initiatives

This structured approach ensures preferential opportunities for sustainability leaders while promoting continuous improvement across the entire supply base. For more information on supplier recognition and performance, refer to → Page 90-91 of the Integrated Annual Report 2024-25.

Supply Chain Optimisation

JK Tyre's commitment to environmental responsibility extends throughout its logistics and distribution network. Substantial investments in warehousing infrastructure have enhanced inbound and outbound logistics efficiency and storage capacity, supporting market responsiveness while creating foundations for sustainable operations. For more information, refer to → Page 68-69 of the Integrated Annual Report 2024-25.

REACH Compliance Assessment

JK Tyre regularly assesses it suppliers for compliance with the REACH (Registration, Evaluation, Authorisation, and Restriction of Chemicals) regulation. This ensures that the chemicals used in its products meet the necessary safety standards, reducing environmental and health risks.

35%
Targeted suppliers are assessed through onsite audit



LAKSAR TYRE PLANT

Product

Material Topics

- Emissions
- Waste management
- Compliance
- Resource conservation
- Innovation
- Customer Centricity

Relevance to Stakeholders

- Employees
- Customers
- Statutory & Regulatory Bodies

Alignment to UN SDGs

In This Section

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Customer Centricity

At JK Tyre, customer satisfaction is central to its operations. The Company prioritises building long-term trust through transparent communication, swift complaint resolution and proactive customer engagement. JK Tyre's goal is to meet customer needs while delivering high-quality products and services.

Customer Complaint Management

In FY 2024–25, JK Tyre excelled in digital complaint management, resolving over 90% of complaints through digital channels. The Company's First Visit Resolution approach sets a high standard for tyre customer service, ensuring faster response times and greater accountability. To facilitate complaints and feedback, it has established multiple mechanisms, including a dedicated online Complaint Form on the website, a toll-free helpline (1800–258–1100) for direct assistance and the JK Tyre Store Locator to connect customers with local dealers for support.

Customer Engagement Initiatives

The Company prioritises educating and engaging customers through various initiatives, including:

- Tyre care training for OEMs, STUs and fleets
- Road safety initiatives in collaboration with ATMA and ITTAC
- 150+ sales and service points ensuring accessible services
- Over 90% of complaints are addressed digitally for swift resolutions

Customer Health and Safety

JK Tyre actively informs customers about the health and safety aspects of its products through multiple channels including the website. A dedicated 'Tyre Safety' section on the Company's website offers guidance on correct tyre usage, maintenance, and road safety practices. Additionally, it regularly conducts awareness and training sessions across various regions, in collaboration with dealers and distributors, to educate end-users on safe driving practices, tyre care and the importance of using quality, certified products.

In addition to essential tyre information, JK Tyre provides extra safety details, such as visual alignment indicators (VAI) and uniform tyre quality grading (UTQG), to further enhance customer understanding and care.

Health and Safety Information

The Company's website highlights any potential risks related to the materials used in its products and provides updates on service disruptions. To date, JK Tyre has not identified any instances of non-compliance with regulations or voluntary codes regarding the health and safety impacts of its products and services.

Customer Satisfaction and Feedback

At JK Tyre, customer centricity drives the business, with feedback on health, safety and service collected through multiple channels, including in-house and third-party customer satisfaction surveys, forums and real-time inputs via contact centres. These insights inform the Company's total quality management strategy, strategic planning, product and service development and operational improvements, enhancing customer safety and strengthening the overall value proposition.

Additionally, JK Tyre keeps customers informed of potential service disruptions through its website and notifications via dealers and distributors, ensuring transparency and trust.



Product Stewardship

JK Tyre is committed to minimising the environmental impact of its products throughout their lifecycle. From design and manufacturing to end-of-life management, the Company aims to ensure that its products are sustainable, recyclable and responsibly disposed of. The Company's approach to product stewardship integrates extended producer responsibility (EPR), recycling, and technological innovation to create a circular economy and reduce waste. As part of its commitment to customer safety, JK Tyre also has a Product Stewardship Policy that specifically addresses tyre safety, ensuring that the Company's products meet the highest safety standards and provide reliable performance for customers.

Product Information and Consumer Education

JK Tyre ensures compliance with all statutory and international standards, provides enhanced product information and promotes tyre safety and care through customer education. For more information, refer to the BRSR section of the Integrated Annual Report 2024-25.

End-of-Life Tyre Management and Recycling Initiatives

JK Tyre is actively involved in the management of End-of-Life Tyres (ELT) and promotes sustainable recycling practices. As members of ATMA and ITTAC, JK Tyre works closely with the Government of India on the development and implementation of an end-of-life tyre (ELT). The Company supports the proposed EPR framework, ensuring that it is part of the broader solution for managing tyres at the end of their useful lives.

To further reduce the environmental impact, JK Tyre is increasing the use of regenerated materials in its manufacturing processes, including reclaimed raw materials. These efforts reduce waste and conserve natural resources, contributing to a more sustainable tyre industry.

Life Cycle Assessment (LCA)

JK Tyre's product designs consider the environmental impact of tyres throughout their lifecycle, ensuring they are easier to dismantle and recycle. JK Tyre continuously innovates to incorporate more sustainable practices into its production processes. For example, Smart Tyre, a recent product innovation, helps improve vehicle fuel efficiency and reduce emissions by providing real-time tyre temperature and pressure data, which enhances tyre life and safety.

The Company also conducts Life Cycle Assessments of its tyres, such as truck/bus radials and PCR tyres, to evaluate their environmental performance from production to disposal. This data helps JK Tyre refine its products and make more informed decisions about material usage, energy consumption and waste management. The key risk identified through the LCA relates to the improper use of waste or end-of-life tyres, which JK Tyre mitigates by handling them through approved vendors. For further details on LCA of the Company's products including boundary and significant social or environmental concerns identified through LCA, refer to Principle 2, Leadership Indicator, Question 1 on → Page 181-182 of the Integrated Annual Report 2024-25.

Prosperity

Kankroli Plant Town Ship

Material Topics

- Compliance
- Economic Performance
- Customer centricity
- Innovation
- Resource conservation

Relevance to Stakeholders

- Investors
- Shareholders
- Customers
- Statutory & Regulatory Bodies

Alignment to UNSDGs

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Economic Performance

In FY 2024-25, JK Tyre's performance was shaped by the broader economic environment, which presented both challenges and opportunities. While the global economy faced a number of disruptions, India's economy continued to outperform most major economies, driven by robust rural consumption, strong agricultural performance and a growing services sector. Despite global uncertainties, India's real GDP growth for FY 2024-25 is estimated to exceed 6%, supported by stable fiscal conditions and increasing private consumption, which reached its highest level since FY 2002-03.

The Indian economy remains resilient, with a strong focus on infrastructure development, a growing role in global supply chains and a shift towards renewable energy. India's installed renewable energy capacity grew by 15% last year, reaching 47% of the total installed capacity, signalling continued progress towards a greener, more sustainable economy.

However, several challenges persisted, including disruptions in global supply chains, rising raw material costs and slowing demand in key sectors such as mining and construction. While manufacturing growth moderated, rural and agricultural demand provided strong support to the overall economic activity. The fiscal policies, including tax cuts and budget stimuli, have helped fuel consumer spending and set a positive tone for FY 2024-25-26.

Automotive Industry Overview and Tyre Demand

The Indian automotive industry remains a key growth driver for the economy, contributing significantly to GDP, employment generation, and exports. The sector grew by 7% in domestic sales, while exports rose by 19%.

However, commercial vehicle sales, particularly in the MHCV (medium and heavy commercial vehicle) segment, saw a decline of 4% year-on-year. Despite this, the demand for freight movement remained strong, with fleets shifting towards higher GVW (gross vehicle weight) vehicles. The expanded highway and expressway network in India has been instrumental in reducing logistics costs and improving regional connectivity, driving sales in the bus segment for inter-city travel.

The passenger vehicle (PV) market saw its highest-ever sales of 4.3 million units, a 2% growth over the previous year, driven by the continued popularity of utility vehicles (UVs), which contributed 65% of total PV sales. Exports of passenger vehicles also saw a strong performance, registering a 14.6% growth.

The two-wheeler segment rebounded with 19.6 million units sold, a 9.1% growth, driven by increased rural demand and improved consumer confidence. Notably, the share of electric vehicles (EVs) in the two-wheeler category crossed 6% in FY 2024-25, signalling a promising shift toward sustainable mobility solutions.

Tyre Industry Performance and Challenges

The tyre industry experienced tempered growth due to a slowdown in infrastructure spending and manufacturing, particularly in the second half of the year. The volatility in raw material prices, especially natural rubber, had a direct impact on cost structures, influencing margins and consumer sentiment. Nevertheless, rural offtake for tyres remained strong, contributing positively to sales in certain categories.

The Indian tyre industry faces increasing regulatory challenges, particularly with the rise in international regulatory standards. However, the sector is well-positioned to adapt to these changes, with companies like JK Tyre leveraging technological innovations and expanding product offerings to meet global standards. The growing demand for OHT (off-highway tyres), followed by TBR (truck and bus radial) and PCR (passenger car radial) tyres, reflects a sectoral shift towards more specialised and high-performance products.

Strategic Focus and Business Performance

For FY 2024-25, JK Tyre focused on premiumisation, innovation, and sustainability as key pillars of growth. This included a commitment to producing eco-friendly and energy-efficient tyres through innovations like the JUM XM, Jet Rib XLM, E-Blaze, and Ranger HPe series. JK Tyre's strategic focus on product premiumisation reflected a shift towards higher-margin products that align with evolving consumer preferences for quality and sustainability.

Digital transformation played a crucial role in enhancing operational efficiency. JK Tyre implemented AI-driven solutions to optimise manufacturing processes, improve predictive maintenance, and streamline supply chains, contributing to improved cost management and enhanced product consistency.

Financial Performance for FY 2024-25

Category	Amount (₹ crore)
Direct economic value generated	**13,076.37**
Revenue from sales of goods	12,745.96
Revenue from rendering of services	134.12
Revenue from financial investments	57.59
Other operating income	138.7
Economic value distributed	**12,242.34**
Operating expenses	10,455.61
Wages and other payments to employees	1,110.31
Payments to providers of capital	505.42
(i) Payments to shareholders	91.25
(ii) Payments to creditors	414.17
Payments to government (Including income tax)	147.35
Community investments	23.65
Economic value retained	**834.03**

Market Presence

In FY 2024-25, JK Tyre continued to strengthen its market presence by unifying its brand narrative and expanding its reach across India and globally. The launch of the *Jab Hindustan Mile Hindustan Se* campaign reinforced the Company's pivotal role in connecting India through roads, showcasing its commitment to quality, safety, and performance. This nationwide marketing initiative highlighted key product offerings like the smart tyres and puncture guard tyres, designed for real-world challenges, and successfully resonated with consumers, both in urban and rural markets.

The brand's focus on innovation and reliability was central to this campaign, ensuring it reached diverse customer segments. With a presence in over 2,000 retail stores, including activations and dealer events, JK Tyre enhanced its visibility and engagement. Regional activations were seen across major cities like Salem, Namakkal, Udaipur, Varanasi and Chandigarh, alongside a comprehensive digital campaign across platforms like Meta, YouTube, and GDN, which reached 86 million users and generated over 14 million engagements.

Customer Segments

JK Tyre serves a diverse range of customers across various industries, including automobile original equipment manufacturers (OEMs), truck fleets, smart fleet buses, and state transport undertakings. The Company also caters to private car owners, fleet operators, farm equipment manufacturers, earthmovers, construction equipment and two- and three-wheeler manufacturers. Additionally, JK Tyre supplies products to replacement markets and exports its products internationally, demonstrating its extensive market reach and commitment to serving a broad spectrum of customers globally.

Technological Advancements and Smart Tyre Solutions

A significant achievement was the growth of TREEL, the smart tyre technology introduced by JK Tyre. TREEL saw a 36% growth in sales, driven by its adoption in over 90% of tubeless fleets, including major clients such as Coal India and Tata Steel. Expanding on this success, TREEL also formed new OEM partnerships with Ather, Bosch, and BEML. Operational efficiency and customer satisfaction was further amplified through various customer-friendly initiatives.

The presence of TREEL was boosted by high-impact activations. These efforts significantly contributed to TREEL's growth, positioning it as a leading force in creating India's most intelligent tyre safety ecosystem.

Expanding the Passenger Car Radial Segment

In the passenger car radial (PCR) segment, JK Tyre made significant advancements through innovative product launches such as the Puncture Guard and Ranger series. These products catered to the increasing demand for safety and premium quality tyres, particularly in the SUV segment, which saw a substantial rise in demand. The extension of size options in the Puncture Guard range further enhanced consumer convenience, offering superior protection for everyday drivers.

The Company's strategic OEM partnerships played a crucial role in this growth, with approvals from leading premium car and SUV brands. Through targeted campaigns, JK Tyre engaged millions of consumers across diverse customer segments, from daily commuters to premium car enthusiasts. This initiative bolstered product awareness and reaffirmed JK Tyre's position as a trusted partner for high-performance tyres.

Exciting Developments in the Two-wheeler Segment

JK Tyre is making waves in the two-wheeler market with its dynamic marketing initiatives, showcasing a genuine commitment to innovation and customer connection. One of the standout moments was the launch of exciting new products tailored for the booming EV scooter market. These offerings perfectly align with the Company's strategic vision to diversify its portfolio and adapt to the ever-evolving landscape of modern mobility. As a leading manufacturer of EV tyres for the two-wheeler sector, JK Tyre is not just keeping pace but is also ideally positioned to meet the surging demand in this evolving space.

Making the Most of the EV Opportunities

JK Tyre has launched its innovative EV tyres for key small commercial vehicle brands, emphasising its commitment to sustainable mobility. As the country embraces electric vehicles and phases out internal combustion engines, JK Tyre showcases its technological expertise through collaborations with OEMs to develop custom tyres for their models. As a leading supplier of EV tyres for trucks and buses, offering in both tube-type and tubeless designs, JK Tyre commands an impressive 60% market share in this sector. Additionally, the Company excels in manufacturing EV tyres for two-wheelers and the passenger segment, positioning itself to meet the growing demand for sustainable mobility solutions.

Leading India's Connected Mobility Future

In the evolving mobility landscape, JK Tyre is transforming traditional models through innovative technologies. During the year, it marked a significant milestone with over 50 hubs and a robust fleet. The Company serves various sectors, including urban public transport with electric buses and express logistics, supported by cutting-edge IoT integrations and smart tyre technology.

JK Tyre's network of Authorised Service Centres and 24/7 highway support enhances fleet uptime and operational transparency. Central command centres enable predictive maintenance and route optimisation, ensuring compliance and real-time alerts across industries such as steel, mining and urban logistics.

Community Engagement and Motorsports Involvement

JK Tyre's commitment to engaging with its customers extended beyond product offerings, with initiatives aimed at deepening community connections. The JK Blaze RYDR Meet Ups and the Meet Up United 2024 event, which brought together riders from across India, reflected the brand's commitment to fostering a customer-centric experience. These events facilitated direct consumer engagement and underscored JK Tyre's role as a pioneer in building communities around its products.

In addition, motorsports continued to play a significant role in bolstering JK Tyre's market presence. The Company's collaboration with Racing Promotions Private Limited (RPPL) to host the Indian Racing Festival was a major milestone in advancing motorsport culture in India. The event, featuring India's first-ever night race at the Chennai Street Circuit, attracted celebrities and motorsport enthusiasts, further cementing JK Tyre's position at the forefront of motorsport excellence in the country.

Global Footprint and International Expansion

Globally, JK Tyre expanded its reach to over 100 countries, with key manufacturing facilities in Mexico, India and several other regions. The Company's global presence is supported by strong partnerships and a well-diversified product mix, with 16% of its revenues coming from exports. The Global Technology & Innovation Centre in Mysuru remains a pivotal part of JK Tyre's strategy to foster innovation and technological advancements, including the development of TREEL and other smart tyre solutions.

In Mexico, JK Tyre's strategic manufacturing presence continues to drive cost-effective exports, particularly across Latin America, Southeast Asia and Africa. The expansion of TREEL into global markets, including Europe and the Americas, demonstrates JK Tyre's ability to meet the growing demand for high-performance tyres worldwide.

Outlook

Looking ahead to FY 2024-25-26, JK Tyre is optimistic about the continued growth prospects of the Indian economy, which remains on a positive trajectory. With robust domestic consumption, improved fiscal conditions, and continued infrastructure development, JK Tyre expects market conditions to stabilise and improve. Additionally, the growing adoption of electric vehicles (EVs) presents a significant growth opportunity for the tyre industry, and JK Tyre is well-positioned to capitalise on this transition with its EV tyre offerings.

The Company will continue to prioritise premiumisation, sustainability and technological innovation, ensuring that JK Tyre maintains its leadership in the tyre industry while meeting the evolving demands of the market. With a focus on green technologies, smart mobility solutions, and enhanced customer engagement, JK Tyre is poised for long-term growth and profitability.

India's commitment to net-zero emissions by 2070 and 50% renewable energy by 2030 sets a clear direction for responsible industry growth. JK Tyre is strategically aligned with these national goals, advancing its RE100 and SBTi commitments through increased renewable energy usage (40.61%) and significant reductions in GHG intensity.

In FY 2024-25–26, the Company will persist with upholding ESG-led innovation, premiumisation and smart mobility solutions. With a keen emphasis on sustainable materials, digitalisation and circular economy practices, JK Tyre is well-positioned to deliver long-term value while leading the tyre industry's transition to low-carbon mobility.

Approach to Tax

JK Tyre is committed to full compliance with all applicable tax regulations while actively exploring opportunities to optimise tax efficiency. The Company's tax strategy is designed to ensure transparency, minimise risks, and align with its business objectives, supporting its cost management and sustainability goals.

The Company adopts a proactive approach to tax, staying current on industry developments, regulatory changes and collaborating closely with tax professionals. This helps it ensure compliance and identify opportunities for legitimate tax savings. Regular reviews conducted by its dedicated tax team, in collaboration with external advisors, ensure timely and accurate filings. This approach is integrated into the business strategy, helping optimise financial strengths while maintaining compliance.

JK Tyre's approach to tax is deeply aligned with its broader business strategy. It ensures that the Company remains efficient, effective and responsive to market conditions and regulatory changes. Tax plays a vital role in cost management and sustainability, helping JK Tyre minimise financial risks while optimising its overall financial strength. This integration of tax into the strategic decision-making supports long-term growth and innovation.

Tax Governance and Control Framework

To ensure compliance, JK Tyre circulates internal communications regularly, such as e-mails, regarding updates on tax regulations and changes. This helps keep all relevant stakeholders informed and aligned with current tax requirements.

- **Governance Body:** The tax function is overseen by the Corporate Accounts and Taxation department, who works closely with the management team to assess tax implications on key business decisions, including pricing, expansion plans and capital expenditure.
- **Tax Risks and Compliance:** Tax risks are identified through continuous monitoring of regulatory changes, regular tax audits, and close consultation with external consultants. Potential risks are escalated to senior management for further review. All tax compliance activities are handled by a dedicated tax team. JK Tyre conducts regular internal checkups to ensure the accuracy of filings, timely submissions and adherence to applicable laws.
- **Internal Reporting and Whistleblower System:** Any concerns regarding tax integrity or business conduct can be raised through its internal reporting or whistleblower channels. These reports are treated confidentially, and appropriate action is taken by the compliance team to resolve them.

JK Tyre has a robust assurance process in place for tax disclosures. Its internal and external audits are carried out regularly, with third-party consultants reviewing specific aspects of tax practices. These audits ensure that the Company complies with all applicable tax laws and help verify the accuracy and transparency of its tax disclosures.

Engagement with Stakeholders on Tax Matters

JK Tyre maintains a cooperative approach with tax authorities, ensuring transparency and collaboration. The Company's goal is to comply fully with tax laws while seeking legitimate opportunities for tax savings.

- **Public Policy Advocacy:** JK Tyre is actively engaged in public policy discussions related to manufacturing tax incentives, local economic development and environmental taxes that impact its operations. By participating in these discussions, JK Tyre helps shape policies that positively affect its business and the wider industry.
- **Stakeholder Engagement:** The Company maintains strong relationships with trade organisations and industry groups, proactively engaging with them on policy matters. JK Tyre's participation in industry discussions regarding tax laws ensures that it is aware of any changes and can adjust practices accordingly.

Financial Assistance from the Government

Particulars	FY 2024-25 (₹ crore)	FY 2023-24 (₹ crore)	FY 2022-23 (₹ crore)
Tax relief and tax credits	Nil	Nil	Nil
Subsidies	Nil	Nil	Nil
Investment grants, research and development grants, and other relevent types of grants	Nil	Nil	Nil
Awards	Nil	Nil	Nil
Royalty holidays	Nil	Nil	Nil
Financial assistance from export credit agencies (ECAs)	26.02	13.34	9.03
Financial incentives	13.7	Nil	Nil
Other financial benefits received or receivable from any government for any operation	Nil	Nil	Nil

Annexure

Tech Centre, Milan

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ESG KPI List

Water Withdrawal and Consumption

Particulars	Unit	FY 2024-25		FY 2023-24		FY 2022-23	
		Total	Water Stress Areas	Total	Water Stress Areas	Total	Water Stress Areas
Total Water Withdrawal from Groundwater sources	Kilolitres	488,742	47,951	538,282	51,142	575,232	30,780
Total Water Withdrawal from Seawater/Desalinated Water sources	Kilolitres	-	-	-	-	-	-
Total Water Withdrawal from Surface Water sources	Kilolitres	382,096	31,765	409,276	26,991	383,498	33,322
Total Water Withdrawal from Third-party Water (Municipal Water) sources	Kilolitres	-	-	-	-	-	-
Total Water Withdrawal from Other water sources	Kilolitres	125,227	114,245	118,824	103,272	135,428	119,876
Total Water Withdrawal	**Kilolitres**	**996,065**	**193,961**	**1,066,382**	**181,405**	**1,094,158**	**183,978**
Total Water Consumption	**Kilolitres**	**996,065**	**193,961**	**1,066,382**	**181,405**	**1,094,158**	**183,978**

Water Intensity

Particulars	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Water Intensity per unit of Production	Kilolitres/Product (MT)	2.01	2.07	2.18
Water Intensity per unit of turnover	Kilolitres/Revenue from operations (crore)	79.39	86.17	91.39
Water Intensity per unit of turnover adjusted for PPP	Kilolitres/crore rupee of turnover adjusted for PPP	1,640.27	1,930.24	2,026.14

Water Discharge

Particulars	Unit	FY 2024-25		FY 2023-24		FY 2022-23	
		Total	Water Stress Areas	Total	Water Stress Areas	Total	Water Stress Areas
To Surface Water							
With treatment	Kilolitres	0	0	0	0	0	0
Without Treatment	Kilolitres	0	0	0	0	0	0
To Ground Water							
With treatment	Kilolitres	0	0	0	0	0	0
Without Treatment	Kilolitres	0	0	0	0	0	0
To Sea Water							
With treatment	Kilolitres	0	0	0	0	0	0
Without Treatment	Kilolitres	0	0	0	0	0	0
Sent to Third parties							
With treatment	Kilolitres	0	0	0	0	0	0
Without Treatment	Kilolitres	0	0	0	0	0	0
Others							
With treatment	Kilolitres	204,917.79	2,893	272,951	77,329	304,152	0
Without Treatment	Kilolitres	0	0	0	0	0	0
Total	**Kilolitres**	**204,917.79**	**2,893**	**272,951**	**77,329**	**304,152**	**0**

Recycled/Reused Water Consumption

Particulars	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Amount of recycled/reused water consumed	Kilolitres	696,696	816,658	810,510

Energy Consumption

Particulars	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Total Energy from Electricity Consumption from renewable	Gigajoule	586,295	547,866	541,307
Total Energy from Fuel consumed from Renewable sources	Gigajoule	1,078,006	732,826	523,206
Total Energy Consumed from Renewable Sources	Gigajoule	1,664,301.00	1,280,693.00	1,064,513.00
Total Energy from Fuel consumed from Non-Renewable sources	**Gigajoule**	**2,051,150**	**2,244,798**	**2,441,971.627**
Total Energy from Electricity Consumption from non-renewable	Gigajoule	857,139	915,033	863,557.0848
Total Energy Consumed from Non-Renewable Sources	**Gigajoule**	**2,908,289**	**3,159,832**	**3,305,528.711**
Total Energy Consumption	**Gigajoule**	**4,572,590**	**4,440,524**	**4,370,042.15**
Energy Intensity over Total Production	**GJ/Product (MT)**	**9.25**	**8.70**	**8.95**
Energy Intensity over Total Revenue	**GJ/Revenue (crore)**	**364.47**	**358.83**	**365.01**
Energy Intensity over Total Revenue adjusted for PPP	**GJ/Revenue (crore)**	**7,529.91**	**8,037.72**	**8,092.37**
Percentage of Renewable Energy	**Percentage**	**36.40%**	**28.84%**	**24.36%**

GHG Emissions

Particulars	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Gross Scope 1 emissions	**TCO_2e**	**192,117**	**262,666**	**288,908**
Gross Scope 2 emissions-Market based	**TCO_2e**	**173,095**	**187,032**	**172,607**
Total Scope (1+2) emission	**TCO_2e**	**365,212**	**449,698**	**461,515**
GHG emissions intensity per unit of production (Emission Intensity (Scope 1+2) TCO_2e/Tonne of finished Product)	TCO_2e/Tonne of finished Product	0.739	0.878	0.945
GHG emissions intensity per unit of Revenue (Total Scope 1+2 GHG emission/Revenue from Operation in crore)	TCO_2e/crore rupee of turnover	29.11	36.34	38.55
GHG emissions intensity per unit of Revenue adjusted for PPP (Total Scope 1+2 GHG emission/Revenue from Operation in crore adjusted for PPP)	**TCO_2e/crore rupee of turnover adjusted for PPP**	601.41	813.99	854.63

Sope 3 Emissions		FY 2024-25	FY 2023-24	Methodology	Audited by Third party
Purchased Goods and Services	TCO_2e	1,219,118	1,332,780	Spend Based	No
Capital Goods	TCO_2e	4,123.44	432.41	Spend Based	No
Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	TCO_2e	123,929	138,434	Average Data Method	Yes
Upstream Transportation and Distribution	TCO_2e	53,449	88,307	Distance Based Method	Yes
Waste Generated in Operations	TCO_2e	324.75	310.16	Waste Type Sepcific Method	No
Business Travel	TCO_2e	1,467	655	Distance Based Method	Yes
Employee Commute	TCO_2e	1,353	1,435	Distance Based Method	Yes
Upstream Leased Assets	TCO_2e	NA	NA		NA
Downstream Transportation & Distribution	TCO_2e	49,798	47,513	Distance Based Method	Yes
Use of Sold Products	TCO_2e	NA	NA		NA
End-of-Life Treatment of Sold Products*	TCO_2e	(94,032)	(98,252)	Use end of life emission factor on the basis of LCA.	Yes
Downstream Leased Assets	TCO_2e	NA	NA		NA
Franchises	TCO_2e	NA	NA		NA
Investments	TCO_2e	NA	NA		NA

Fugitive Emissions

Particulars	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Total Fugitive Emissions	TCO_2e	6,056	5,302	4,987

GHG Emission Reduction

Particulars	Unit	FY 2024-25	FY 2023-24
GHG emissions reduced through energy efficiancy initiatives	TCO_2e	1,757	1,660

Emission of Ozone Depleting Substance

Particulars	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Emissions of ozone-depleting substances (ODS)	Tonne	2.29	0.33	1.85
Production, imports, and exports of ODS in MT of CFC-11 equivalent	CFC-11 Eq	0.13	0.01	0.1

Environment Violations

Particular	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Number of violations reported during the Year	Nos	0	0	0

Air Emissions

Particulars	Unit	FY 2024-25	FY 2023-24
NOx	Tonne	352.42	426.59
SOx	Tonne	157.71	179.68
Particulate matter (PM)	Tonne	325.13	392.53

Waste Management

Particulars	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Waste Generated				
Total Battery waste generated	Metric tonnes	29.84	5.60	8.1
Total Bio-medical waste generated	Metric tonnes	0.43	22.90	0.06
Total Construction and demolition waste generated	Metric tonnes	0	0	0
Total E-waste generated	Metric tonnes	45.8	17.20	18.5
Total Hazardous waste generated	Metric tonnes	890.6	1,641.90	984.2
Total Non-hazardous waste generated	Metric tonnes	67,401.3	11,692.60	12,983.1
Total Plastic waste generated	Metric tonnes	1,605	1,795.10	1,715.9
Total Radioactive waste generated	Metric tonnes	0	0	0
Total waste generated	**Metric tonnes**	**69,973**	**15,175**	**15,709.86**
Waste intensity over production	**Metric tonnes/ Production**	**0.097**	**0.03**	**0.036**
Waste intensity over revenue	**Metric tonnes/ Revenue**	**3.27**	**1.14**	**1.23**
Waste intensity over revenue adjusted for PPP	**Metric tonnes/ Revenue**	**115.23**	**27.47**	**29.09**

Particulars	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Waste Recovery Operations				
Total Amount of Waste Recycled	Metric tonnes	38,876	3,092	3,294.84
Total Amount of Waste Prepared for reuse	Metric tonnes	0	0	0
Total waste recovered through other recovery operations	Metric tonnes	0	0	0
Total waste recovered through recycling, re-using or other recovery operations	**Metric tonnes**	**38,876**	**3,092**	**3,294.84**

Particulars	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Waste Disposed				
Total Waste disposed by Incineration	Metric tonnes	503.38	407.61	675.97
Total Waste disposed by landfilling	Metric tonnes	0	0	0
Total Waste disposed by other disposal operations	Metric tonnes	30,594	11,765	11,826
Total Waste disposed	**Metric tonnes**	**31,097**	**12,173**	**12,502**

Recycled input Material

Particulars	Unit	FY 2024-25	FY 2023-24
Weight of recycled input materials used to produce the products	Metric tonnes	23,851	24,338
Total weight of input materials used to produce products	Metric tonnes	524,603	545,658
Percentage of recycled input materials used to produce the products	%	4.55	4.46

Reclaimed Products and Packaging Material

Particulars	FY 2024-25			FY 2023-24		
	Re-Used (MT)	Recycled (MT)	Safely Disposed (MT)	Re-Used	Recycled (MT)	Safely Disposed (MT)
Plastics (including packaging)*		1,920	-		2,515	-
E waste	NA		-	NA		-
Hazardous waste	NA		-	NA		-
Other Waste#		213,303.03	-		158,104	-

* The Company recycled plastic as part of its EPR Compliance under the Plastic Waste Management Rules, 2016.

Jk Tyre & Industries Limited is committed to follow the government mandate as per CPCB and SPCB guidelines on Consent to Operate and obligation of Extended Producers Responsibility (EPR) for sustainable and safe end of life management of tyres. As per the mandated requirements, the Company purchases the EPR credits for End of Life of Tyres obligation as prescribed by the EPR gazette and complies with it.

Raw Materials

Particulars	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Non-Renewable Material used	Metric tonnes	358,495	370,080	352,444
Renewable Material Used	Metric tonnes	166,108	175,578	166,570

Biodiversity Assessment

Particular	Number of sites
Overall sites	5
Sites where Biodiversity impact assessment conducted	5
Sites having a significant biodiversity impact	0
Sites having Biodievrsity management plans	5

Employees and Workers

Particulars	FY 2024-25					FY 2023-24					FY 2022-23				
	Total	Male	Percentage	Female	Percentage	Total	Male	Percentage	Female	Percentage	Total	Male	Percentage	Female	Percentage
Employees															
Permanent Employess	2,118	2,065	97%	53	2.50%	2,360	2,309	98%	50	2.09%	2,393	2,343	98%	50	2.09%
Temporary Employees	364	363	99.73%	1	0.27%	312	309	99%	2	0.81%	247	247	99%	2	0.81%
Total Employees	**2,482**	**2,428**	**98%**	**54**	**2%**	**2,672**	**2,618**	**98%**	**52**	**2%**	**2,640**	**2,588**	**98%**	**52**	**2%**
Pemanent Workers	7,095	7,091	99.94%	4	0.06%	7,000	6,994	99.93%	5	0.07%	7,142	7,137	99.91%	6	0.09%
Temporary Workers	8,129	7,829	96%	300	4%	7,912	7,818	99%	63	1%	6,697	6,634	99%	63	1%
Total Workers	**15,224**	**14,920**	**98%**	**304**	**2%**	**14,912**	**14,812**	**99.50%**	**68**	**0.50%**	**13,839**	**13,771**	**99.50%**	**68**	**0.50%**

Women in Workforce

Particulars	FY 2024-25	FY 2023-24	FY 2022-23
Total number of females in the workforce	358	154	120
Total number of individuals in the workforce.	17,706	17,584	16,479
Percentage of Females in the entire workforce	2.02%	0.88%	0.73%

Differently Abled Employees and Workers

Particulars	FY 2024-25					FY 2023-24					FY 2022-23				
	Total	Male	Percentage	Female	Percentage	Total	Male	Percentage	Female	Percentage	Total	Male	Percentage	Female	Percentage
Employees															
Permanent Employess	1	1	100%	0	0%	2	2	100%	0	0%	2	2	100%	0	0%
Temporary Employees	0	0	0%	0	0%	0	0	0%	0	0%	0	0	0%	0	0%
Total Employees	**1**	**1**	**100%**	**0**	**0%**	**2**	**2**	**100%**	**0**	**0%**	**2**	**2**	**100%**	**0**	**0%**
Workers															
Pemanent Workers	6	6	100%	0	0%	8	8	100%	0	0%	6	6	100%	0	0%
Temporary Workers	**2**	**2**	**100%**	**0**	**0%**	**0**	**0**	**0**	**0**	**0%**	**2**	**2**	**100%**	**0**	**0%**
Total Workers	**8**	**8**	**100%**	**0**	**0%**	**8**	**8**	**100%**	**0**	**0%**	**8**	**8**	**100%**	**0**	**0%**

Permanent Employees & Workers by Age Group

Particulars	FY 2024-25	
	Male	Female
Below 30 Yrs	1,229	20
30-50	6,432	32
Above 50	1,495	5
Total	**9,156**	**57**

New Hires by Age Group

Particulars	FY 2024-25		FY 2023-24	
	Male	Female	Male	Female
Below 30 Yrs	275	10	324	10
30-50	246	0	262	1
Above 50	16	4	4	-
Total	**537**	**14**	**590**	**11**

Board of Directors

Particulars	Total	Male			Female		
		Below 30 Yrs	30-50	Above 50	Below 30 Yrs	30-50	Above 50
Total Board of Directors	10	-	1	7	-	-	2
Independent Board of Directors	5	-	-	4	-	-	1

Women Representation

Particulars	FY 2024-25	FY 2023-24	FY 2022-23
Percentage of women Representation in the Board of Directors	20%	18.18%	17%
Percentage of Women representation in the Key Management Personnel	0%	0	0
Percentage of Women representation in the Employees	2%	2%	2%
Percentage of Women representation in the Workers	2%	1%	0.50%

Health & Safety Practices

Particulars	FY 2024-25	FY 2023-24	FY 2022-23
Percentage of the total workforce across all locations represented in formal joint management-worker health & safety committees	0.51%	0.50%	0.55%
Percentage of all operational sites for which an employee health & safety risk assessment has been conducted	100%	100%	100%

Health Insurance

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Total (A)	Number (B)	% (B/A)	Total (A)	Number (B)	% (B/A)	Total (A)	Number (B)	% (B/A)
Permanent employees									
Male	2,065	2,065	100%	2,309	2,309	100%	2,343	2,343	100%
Female	53	53	100%	51	51	100%	50	50	100%
Total	**2,118**	**2,118**	**100%**	**2,360**	**2,360**	**100%**	**2,393**	**2,393**	**100%**
Other than Permanent employees				309	309	100%	245	245	100%
Male	363	363	100%	3	3	300%	2	2	200%
Female	1	1	100%	**312**	**312**	**100%**	**247**	**247**	**100%**
Total	**364**	**364**	**100%**	6,994	4,911	70%	7,137	0	0%
Permanent Workers				6	4	67%	5	0	0%
Male	7,091	5,910	83%	**7,000**	**4,915**	**70%**	**7,142**	**0**	**0%**
Female	4	0	0%	7,818	1,517	19%	6,634	0	0%
Total	**7,095**	**5,910**	**83%**	94	26	28%	63	0	0%
Other than Permanent Workers				**7,912**	**1,543**	**20%**	**6,697**	**0**	**0%**
Male	7,829	7,829	100%						
Female	300	300	100%						
Total	**8,129**	**8,129**	**100%**						

Accident Insurance

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Total (A)	Number (B)	% (B/A)	Total (A)	Number (B)	% (B/A)	Total (A)	Number (B)	% (B/A)
Permanent employees									
Male	2,065	2,065	100%	2,309	2,309	100%	2,343	2,343	100%
Female	53	53	100%	51	51	100%	50	50	100%
Total	**2,118**	**2,118**	**100%**	**2,360**	**2,360**	**100%**	**2,393**	**2,393**	**100%**
Other than Permanent employees				309	309	100%	245	245	100%
Male	363	363	100%	3	3	100%	2	2	100%
Female	1	1	100%	**312**	**312**	**100%**	**247**	**247**	**100%**
Total	**364**	**364**	**100%**						

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Total (A)	Number (B)	% (B/A)	Total (A)	Number (B)	% (B/A)	Total (A)	Number (B)	% (B/A)
Permanent Workers									
Male	7,091	5,259	74%	6,994	5,391	77%	7,137	7,137	100%
Female	4	3	75%	6	1	17%	5	5	100%
Total	**7,095**	**5,262**	**74%**	**7,000**	**5,392**	**77%**	**7,142**	**7,142**	**100%**
Other than Permanent Workers									
Male	7,829	7,829	100%	7,818	3,689	47%	6,634	6,634	100%
Female	300	300	100%	94	27	29%	63	63	100%
Total	**8,129**	**8,129**	**100%**	**7,912**	**3,716**	**47%**	**6,697**	**6,697**	**100%**

Maternity Leave

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Total (A)	Number (B)	% (B/A)	Total (A)	Number (B)	% (B/A)	Total (A)	Number (B)	% (B/A)
Permanent employees									
Male	2,065	0	0%	2,309	0	0%	2,343	0	0%
Female	53	53	100%	51	51	100%	50	50	100%
Total	**2,118**	**53**	**3%**	**2,360**	**51**	**2%**	**2,393**	**50**	**2%**
Other than Permanent employees									
Male	363	0	0%	309	0	0%	245	0	0%
Female	1	1	100%	3	3	100%	2	2	100%
Total	**364**	**1**	**0.27%**	**312**	**3**	**1%**	**247**	**2**	**1%**
Permanent Workers									
Male	7,091	0	0%	6,994	0	0%	7,137	0	0%
Female	4	4	100%	6	6	100%	5	5	100%
Total	**7,095**	**4**	**0.06%**	**7,000**	**6**	**0.09%**	**7,142**	**5**	**0.07%**
Other than Permanent Workers									
Male	7,829	0	0%	7,818	0	0%	6,634	0	0%
Female	300	300	100%	94	94	100%	63	63	100%
Total	**8,129**	**300**	**4%**	**7,912**	**94**	**1.19%**	**6,697**	**63**	**1%**

Child Care Services

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Total (A)	Number (B)	% (B/A)	Total (A)	Number (B)	% (B/A)	Total (A)	Number (B)	% (B/A)
Permanent employees									
Male	2,065	NA	NA	2,309	NA	NA	2,343	NA	NA
Female	53	53	100%	51	51	100%	50	50	100%
Total	**2,118**	**53**	**100%**	**2,360**	**51**	**100%**	**2,393**	**50**	**100%**
Other than Permanent employees									
Male	363	NA	NA	309	NA	NA	245	NA	NA
Female	1	1	100%	3	3	100%	2	2	100%
Total	**364**	**1**	**100%**	**312**	**3**	**100%**	**247**	**2**	**100%**
Permanent Workers									
Male	7,091	NA	NA	6,994	NA	NA	7,137	NA	NA
Female	4	4	100%	6	6	100%	5	5	100%
Total	**7,095**	**4**	**100%**	**7,000**	**6**	**100%**	**7,142**	**5**	**100%**
Other than Permanent Workers									
Male	7,829	NA	NA	7,818	NA	NA	6,634	NA	NA
Female	300	300	100%	94	94	100%	63	63	100%
Total	**8,129**	**300**	**100%**	**7,912**	**94**	**100%**	**6,697**	**63**	**100%**

Particulars	FY 2024-25		
	Male	Female	Total
Employees			
Retention Rate	-	66.67%	66.67%
Return to work rate	-	100%	100%
Turnover Rate	22%	27%	22.86%
Workers			
Retention Rate	-	100	100
Return to work rate	-	100	100
Turnover Rate	4%	20%	4.15%

Employee Wellbeing Costs

Particulars	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a percentage of total revenue*	0.34%	0.41%

Note: For FY 24-25, for the purpose of calculating the spending on meausres towards wellbeing of employees and workers, the company has considered the expense incurred towards emplpyees/workers Health insurance, Accident insurance, Medical expense, Maternity benefit & Worker and staff welfare.

Retirement Benefits

Particulars	FY 2024-25		FY 2023-24		FY 2022-23	
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers
PF	100%	100%	100%	100%	100%	100%
Gratuity	100%	100%	100%	100%	100%	100%
ESI	As per Act	As per Act	As per Act	As per Act	As per Act	As per Act

Employees/Workers who are part of Association(s) or Union

Category	FY 2024-25			FY 2023-24			FY 2022-23		
	Total	No. of employees/ workers	Percentage	Total	No. of employees/ workers	Percentage	Total	No. of employees/ workers	Percentage
Total Permanent Employees	2,118	0	0%	2,360	0	0%	2,393	0	0%
- Male	2,065	0	0%	2,309	0	0%	2,343	0	0%
- Female	53	0	0%	51	0	0%	50	0	0%
Total Permanent Workers	7,095	6,116	86.2%	7,000	6,342	90.6%	7,142	6,058	84.82%
- Male	7,091	6,114	86%	6,994	6,337	91%	7,137	6,054	85%
- Female	4	2	50%	6	5	83%	5	4	80%

Particulars	FY 2024-25	FY 2023-24	FY 2022-23
Percentage of the total workforce across all locations who are covered by formally-elected employee representatives	66.38%	67.76%	63.53%

Performance and Career Development Reviews

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Total	Number of employees/ workers	Percentage	Total	Number of employees/ workers	Percentage	Total	Number of employees/ workers	Percentage
Employees									
Male	2,065	1,944	94%	2,309	2,173	94%	2,343	2,103	90%
Female	53	49	92%	51	44	86%	50	27	54%
Total	**2,118**	**1,993**	**94%**	**2,360**	**2,217**	**94%**	**2,393**	**2,130**	**89%**
Workers									
Male	7,091	6,929	98%	6,994	3,902	56%	7,137	4,008	56%
Female	4	4	100%	6	6	100%	5	5	100%
Total	**7,095**	**6,933**	**98%**	**7,000**	**3,908**	**56%**	**7,142**	**4,013**	**56%**

Minimum Wage

Particulars	FY 2024-25					FY 2023-24					FY 2022-23				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (A)	Equal to minimum wage		More than minimum wage		Total (A)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees															
Permanent															
Male	2,065	0	0%	2,065	100%	2,309	0	0%	2,309	100%	2,343	0	0%	2,343	100%
Female	53	0	0%	53	100%	51	0	0%	51	100%	50	0	0%	50	100%
Other than Permanent						0					0				
Male	363	0	0%	363	100%	309	0	0%	309	100%	245	0	0%	245	100%
Female	1	0	0%	1	100%	3	0	0%	3	100%	2	0	0%	2	100%
Workers															
Permanent															
Male	7,091	0	0%	7,091	100%	6,994	0	0%	6,994	100%	7,137	0	0%	7,137	100%
Female	4	0	0%	4	100%	6	0	0%	6	100%	5	0	0%	5	100%
Other than Permanent															
Male	7,829	5,878	75%	1,951	25%	7,818	6,530	84%	1,288	16%	6,634	5,130	77%	1,504	23%
Female	300	299	99.70%	1	0.30%	94	67	71%	27	29%	63	63	100%	0	0%

Complaints from Employees and Workers

Particulars	FY 2024-25		FY 2023-24		FY 2022-23	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Working Conditions	33	0	14	0	0	0
Health & Safety	119	8	195	11	86	6
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0

Particulars	FY 2024-25		FY 2023-24		FY 2022-23	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Child Labour	0	0	0	0	0	0
Forced Labour/Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

Complaints from Stakeholders

Particulars	FY 2024-25		FY 2023-24		FY 2022-23	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Communities	0	0	0	0	0	0
Investors (other than shareholders)	0	0	0	0	0	0
Shareholders	3	1	0	0	2	0
Employees and workers	0	0	0	0	0	0
Customers	1,293	0	1,731	0	1,903	0
Value Chain Partners	0	0	0	0	0	0

Complaints filed under the Sexual Harassment of Women at Workplace

Particulars	FY 2024-25	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0	0
Complaints on POSH as a % of female employees/workers	0%	0%	0%
Complaints on POSH upheld	NA	NA	NA

Details of Safety-related Incidents

Particulars	FY 2024-25		FY 2023-24	
	Employees	Workers	Employees	Workers
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0.24	0	0	0.36
Total recordable work-related injuries	2	0	0	3
No. of fatalities	0	0	0	0
High consequence work related injury or ill-health (excluding fatalities)	0	0	0	0
Number rehabilitated after work-related injury/ill-health/fatalities	0	0	0	0

Lost Days and Health & Safety Assessment

Particulars	UOM	FY 2024-25	FY 2023-24
No of Lost Days due to LTI	Days	51	104
Sites Undergone Health & Safety risk Assessment Internally	%	100	100
Sites Undergone Health & Safety risk Assessment Externally	%	100	100

Skill Upgradation of Workforce

Particulars	FY 2024-25	FY 2023-24	FY 2022-23
Percentage of non-permenant Employees and workers covered by occupational health and safety management system which has been audited or certified by external party	100%	100%	100%
Percentage of non-permenant Employees and workers covered by occupational health and safety management system which has been internally audited	100%	100%	100%
Percentage of non-permenant Employees and workers covered by occupational health and safety management system	100%	100%	100%

Health & Safety Training

Particulars	FY 2024-25			FY 2023-24		
	Total (A)	Number	Percentage	Total (A)	Number	Percentage
Permanent Employees						
Male	2,065	2,065	100%	2,309	1,674	72%
Female	53	53	100%	51	48	94%
Total	**2,118**	**2,118**	**100%**	**2,360**	**1,722**	**73%**
Permanent Workers						
Male	7,091	7,091	100%	6,994	6,653	95%
Female	4	4	100%	6	6	100%
Total	**7,095**	**7,095**	**100%**	**7,000**	**6,659**	**95%**

Skill Upgradation

Particulars	FY 2024-25			FY 2023-24		
	Total (A)	Number	Percentage	Total (A)	Number	Percentage
Permanent Employees						
Male	2,065	2,065	100%	2,309	1,896	82.11%
Female	53	53	100%	51	48	94.12%
Total	**2,118**	**2,118**	**100%**	**2,360**	**1,944**	**82.37%**
Permanent Workers						
Male	7,091	5,548	78.24%	6,994	6,394	91.42%
Female	4	4	100%	6	6	100%
Total	**7,095**	**5,552**	**78.25%**	**7,000**	**6,400**	**91.43%**

Human Rights Training

Particulars	FY 2024-25			FY 2023-24		
	Total (A)	Number	Percentage	Total (A)	Number	Percentage
Employees						
Permanent	2,118	2,118	100%	2,360	1,323	56.06%
Workers						
Permanent	7,095	4,883	68.82%	7,000	5,673	81.04%

Security Personnel Trained on Human Rights Policies, Procedures and their Application to Security

Particulars	FY 2024-25	FY 2023-24	FY 2022-23
Percentage of security personnel who have received training on human rights policies, procedures and their application to security	100%	100%	100%

Business Ethics Training of Workforce

Particulars	FY 2024-25
Percentage of total workforce trained on business ethics issues	100%

Percentage of Wages Paid to Employees and Workers

Particulars	FY 2024-25	FY 2023-24
Rural	-	-
Semi-urban	49.75%	45.47%
Urban	28.26%	28.23%
Metropolitan	21.99%	26.31%

Supply Chain Practices

Particulars	FY 2024-25	FY 2023-24	FY 2022-23
Environmental Screening			
Number of new suppliers screened using environmental criteria	52	55	62
Number of suppliers having significant actual and potential negative environmental impacts	0	0	0
Number of suppliers assessed for environmental impacts	70	70	70
Percentage of new suppliers that were screened using environmental criteria	100%	100%	100%
Percentage of suppliers identified as having significant actual and potential negative environmental impacts	0%	0%	0%
Social Screening			
Number of new suppliers that were screened using social criteria	52	55	62
Number of suppliers assessed for social impacts	70	70	70
Number of suppliers having significant actual and potential negative social impacts	0	0	0
Percentage of new suppliers that were screened using social criteria	100%	100%	100%
Percentage of suppliers identified as having significant actual and potential negative social impacts	0%	0%	0%
Suppliers			
Number of new suppliers	52	55	62
Total Number of suppliers	200	204	202

Procurement from Local suppliers

Particulars	FY 2024-25	FY 2023-24	FY 2022-23
Percentage of the procurement budget spent on local suppliers	67%	67%	65%

Raw Material Sourcing

Particulars	FY 2024-25
Percentage of raw materials Directly sourced from MSMEs/small producers	17%
Percentage of raw materials Directly sourced from within India	69%

Data Breaches

Particulars	FY 2024-25	FY 2023-24	FY 2022-23
Number of breaches involving PII((Personally Identifiable Information)	0	0	0
Total Number of Data Breaches	0	0	0
Percentage of Data Breaches Involving PII (Personally Identifiable Information)	0	0	0
Total number of identified leaks, thefts, or losses of customer data	0	0	0

Openness of Business

Particulars	FY 2024-25	FY 2023-24
Concentration of Purchases		
Purchases from Trading houses as a percentage of total purchases	24%	25%
Purchases from top 10 Trading houses as a percentage of total purchases from trading houses	76%	74%
Number of trading houses where purchases were made from	65	63
Concentration of Sales		
Sales to Dealers/distributors as a percentage of total sales	50.73%-Dealers 2.39-Distributors	82%-Dealers 5%-Distributors
Number of Dealers/distributors to whom sales were made	6,605-Dealers 344-Distributors	6,699-Dealers 377-Distributor
Sales from top 10 Dealers/distributors as a percentage of total Sales to Dealers/distributors	7.31%-Dealers 36.71%-Distributors	6.3%-Dealers 26%-Distributors

Consumer Complaints

Particulars	FY 2024-25		FY 2023-24		FY 2022-23	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Data privacy	0	0	0	0	0	0
Advertising	0	0	0	0	0	0
Cyber-security	0	0	0	0	0	0
Delivery of essential services	0	0	0	0	0	0
Restrictive Trade Practices	0	0	0	0	0	0
Unfair Trade Practices	0	0	0	0	0	0
Other	0	0	0	0	0	0

Customer Privacy Compliants

Particulars	FY 2024-25	FY 2023-24	FY 2022-23
Number of complaints received concerning breaches of customer privacy	0	0	0
Number of complaints received concerning breaches of customer privacy received from from regulatory bodies	0	0	0
Number of complaints received concerning breaches of customer privacy received from outside parties	0	0	0

Product Recalls

Particulars	FY 2024-25	FY 2023-24	FY 2022-23
Voluntary recalls	0	0	0
Forced recalls	0	0	0
Number of Product Recalls Initiated	0	0	0

Corruption

Particulars	FY 2024-25	FY 2023-24
Number of operations assessed for risks related to corruption	6	6
Percentage of operations assessed for risks related to corruption	100%	100%

Fines and Sanctions related to Non-compliance

Particulars	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Monetary value of fines for instances of non-compliance with laws and regulations that were paid*	₹ crore	0	0	0
Number of instances of non-compliance with laws and regulations for which fines were incurred	Nos.	0	0	0
Number of instances of non-compliance with laws and regulations for which non-monetary sanctions were incurred	Nos.	0	0	0
Number of Incidents of Non-Compliance with Product and Service Information and Labeling Regulations Resulting in a Fine or Penalty	Nos.	0	0	0

*The Competition Commission of India ("CCI") on 2nd February 2022 published an Order dated 31st August 2018 for alleged contravention of Section 3 of the Competition Act, 2002 against the Company and certain other domestic tyre manufacturing companies and had imposed a penalty of ₹309.95 crores on the Company. The Company filed an Appeal before the Hon'ble National Company Law Appellate Tribunal (NCLAT) against the said CCI Order. Dr. Arun K. Bajoria, Director & President - International and one executive (former Sales Marketing Head) of the Company, also filed appeal(s) before the said Tribunal since they had also been imposed a penalty of ₹16.45 lakhs and ₹4.65 lakhs, respectively by CCI vide its said Order dated 31st August 2018. The NCLAT, through an Order dated 1st December 2022, has disposed of the aforementioned appeals, after taking note of the multiple errors in the said CCI Order dated 31st August 2018 and remanded the matter back to the CCI, to re-examine the matter on merits and also to consider reviewing the penalty (if violation is established) in accordance with the provisions of the Competition Act. CCI has since filed an appeal against the said NCLAT Order, which has been admitted by Hon'ble Supreme Court and is pending. Based on legal advice, the Company continues to believe that it has a strong case, and accordingly, no provision has been made in the accounts. It is strongly reiterated that there has been no wrongdoing on the part of the Company and that the Company never indulged in or was part of any cartel or undertook any anti-competitive practices.

Non-compliance with Regulations Concerning the Health and Safety Impacts of Products and Services

Particulars	FY 2024-25	FY 2023-24	FY 2022-23
Number of Incidents of non-compliance with regulations concerning the health and safety impacts of products and services resulting in a fine or penalty	0	0	0
Number of Incidents of non-compliance with regulations concerning the health and safety impacts of products and services resulting in a warning	0	0	0
Number of Incidents of non-compliance with voluntary codes concerning the health and safety impacts of products and services	0	0	0
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	0	0	0

Non-compliance with Regulations Concerning Product and Service Information and Labeling

Particulars	FY 2024-25	FY 2023-24	FY 2022-23
Number of incidents of non-compliance with regulations concerning product and service information and labeling resulting in a fine or penalty	0	0	0
Number of incidents of non-compliance with regulations concerning product and service information and labeling resulting in a warning	0	0	0
Number of incidents of non-compliance with voluntary codes concerning product and service information and labeling	0	0	0
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling	0	0	0

Non-compliance with Regulations Concerning Marketing Communications

Particulars	FY 2024-25	FY 2023-24	FY 2022-23
Number of incidents of non-compliance with regulations concerning marketing communications resulting in a fine or penalty	0	0	0
Number of incidents of non-compliance with regulations concerning marketing communications resulting in a warning	0	0	0
Number of incidents of non-compliance with voluntary codes concerning marketing communications	0	0	0
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications	0	0	0

ISO Certifications

Management System Certifications

Management System	ISO	Coverage (%)
Environment Management System	ISO 14001:2015	100
Occupational Health & Safety Management System	ISO 45001:2018	100
Energy Management System	ISO 50001:2018	100
Information Security Management System	ISO 27001:2022	100
Carbin footprint verification	ISO 14064	100
Water Management System	ISO 46001:2019	100
Water Management System	ISO 14046	40
Quality Management System	ISO 9001:2015	100
Automotive QMS	IATF 16949:2016	100
Social Accountability	SA 8000:2014	100
Corporate Social Responsibility	ISO 26000:2010	100
Sustainable Procurement	ISO 20400: 2017	100
Food Safety Management System	ISO 22000:2010	100
Business Continuity Management	ISO 22301:2019	100

Assurance Statement and Industry Associations

Assurance Statement

The Sustainability Report for JK Tyre, for period 1st April 2024 to 31st March 2025 has been externally assured on non-financial ESG parameters, covered under organisation's material topics, by BSI Group India Pvt. Ltd. In-line with GRI universal standards 2021, 'with reference' reporting criteria, following ISAE 3000 Assurance Standard on limited level assurance depth.

The Sustainability Report for JK Tyre, for period 1st April 2024 to 31st March 2025 has been externally assured on non-financial ESG parameters, by BSI Group India Pvt. Ltd in-line with SEBI BRSR core criteria, following ISAE 3000 assurance standard on reasonable level assurance depth.

The carbon footprint report for JK Tyres, for period 1st April 2024 to 31st March 2025 has been externally assured by BSI Group India Pvt. Ltd. in line with ISO 14064-1: 2018 criteria at limited level assurance depth, in-line with ISO 14064-3: 2019 assurance standard.

The Original Certificates can be viewed on jktyre.com as mentioned below: https://jktyre.com/investor/assurance-certificates

Industry Memberships and Associations

JK Tyre's fifth Sustainability Report demonstrates its dedication to transparent communication with stakeholders. It highlights both financial and non-financial performance, value creation, strategy, and risk management. As a leading tyre manufacturer, JK Tyre maintains high standards and strive to offer all stakeholders an in-depth understanding of its Company.

Dr. Raghupati Singhania, Chairman and Managing Director of JK Tyre & Industries, is associated with various leading apex chambers, government bodies and academic institutions of repute of India as listed below:

- Confederation of Indian Industry (CII) as a Member of National Council for over 15 years
- PHD Chamber of Commerce & Industry, Senior Member of Managing Committee and past President for over 30 years
- Asia-New Zealand Foundation (Asia-NZ Foundation), New Zealand as an honorary advisor, representing India for over 20 years
- Chairman of Automotive Tyre Manufacturers Association - three times
- Member of the Board of Governors, Xavier Institute of Management (XIM), Bhubaneswar
- Member of the Board of Governors, Indian Institute of Technology (IIT) Madras
- Member, Rubber Board Kottayam President of Indian Rubber Manufacturers Research Association (IRMRA) - A Ministry of Commerce & Industry, Government of India body
- Member of Asia Business Council
- Member of Young President's Organisation (YPO)
- Member of Expert Committee on Natural Rubber Policy
- Chairman of Auto Tyres & Tubes Panel, Chemical & Allied Products Export Promotion Council (CAPEXIL), Government of India
- Chairman, Indian Wire Rope Manufacturers Association (IWRMA) (early 1970s)
- Indo-American Chamber of Commerce (IACC) - Past President of North India Council, and Member - Executive Council
- Deputy President, Associated Chamber of Commerce and Industry (ASSOCHAM)

He has also headed various apex bilateral bodies of the Indian and international business community in the 1990s as Chairman. These bodies are:

- India-Argentina Business Council
- India-Brazil Joint Business Council
- India-Cuba Joint Business Council
- India-Colombia Joint Business Council
- India-South Africa Joint Business Council

He has also led several delegations to several countries, including those of 'The PHD Chamber of Commerce and Industry' and 'The Indo-American Chamber of Commerce to various European countries.

JK Tyre & Industries Ltd. is a member of

- CII
- ATMA
- PHDCCI
- Centre for Tire Research (CenTiRe), USA
- Indian Rubber Manufacturers Association (IRMRA)

GRI Content Index

GRI 1: Foundation

Statement of use	**JK Tyre & Industries Ltd. has reported the information cited in this GRI content index for the period 01.04.2024 to 31.03.2025 with reference to the GRI Standards.**
GRI 1 used	**GRI 1: Foundation 2021**

GRI Standard	Disclosure	Section	Page No.
GRI 2: General Disclosures 2021			
The organisation and its reporting practices	2-1 Organisational details	About the Report	2
	2-2 Entities included in the organisation's sustainability reporting	About the Report	2
	2-3 Reporting period, frequency and contact point	About the Report	2
	2-5 External assurance	About the Report	2
Activities and workers	2-6 Activities, value chain and other business relationships	Company Overview	12-13
	2-7 Employees	Human Resources	68-69
Governance	2-9 Governance structure and composition	Corporate Governance	26-27, 30-33
	2-10 Nomination and selection of the highest governance body	Corporate Governance	27
	2-11 Chair of the highest governance body	Corporate Governance	27
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JK TYRE & INDUSTRIES LTD.

Administrative Office
3, Bahadur Shah Zafar Marg, New Delhi – 110 002
Ph.: +91 11 66001112, +91 11 66001122

Registered Office
Jaykaygram, PO – Tyre Factory, Kankroli – 313 342, Rajasthan

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Concept, content and design at stirrup | whatsup@stirrup.works